September 26, 1953

Mr. John J. Herte
The Christian Index
291 Peachtree Street, Northeast
Atlanta 3, Georgia

Dear Mr. Herte:

Here's the pamphlet I phoned about.

I do hope that The Christian Index will help us get widely known.

Sincerely,

George S. Mitchell,
Executive Director

GSM/allc
enclosure

Contributions

October 7, 1954

Mr. R. Beverley Herbert
Palmetto Building
Columbia, South Carolina

Dear Mr. Herbert:

We are deeply grateful for your kind contribution to the Southern Regional Council, which reached us today from Marion Wright.

This is a time of special stress and it heartens us all to have this evidence of your warmth and sympathy.

Appreciatively,

George S. Mitchell
Executive Director

GSM/eab
Encl.

cc: Marion A. Wright

October 12, 1955

Miss Emilie Heinatz
Texas Social and Legislative Conference
903 Littlefield Building
Austin, Texas

Dear Miss Heinatz:

I am flattered by the invitation to speak to the Conference on November 13. I have complications. Have to be in Portsmouth, Virginia the evening of Friday the 11th. Should be there about on Saturday the 12th. Could, by an airplane dash, get to Houston Sunday the 13th. But I haven't any slated business in Texas at that time (though there are always people I want to see, and especially Sutherland and the Texas Council on Human Relations. I estimate the plane fare would run in excess of $100.00. I would be willing to let Southern Regional Council put up all costs of the trip in excess of $100.00, but I would have to get your group to put up the first hundred.

If you can't find that much (and I know how hard that amount is to put together) there are plenty of other good guys about, and closer. I would like the chance to get to know your group, and I warmly praise what and who you are!

Sincerely,

George S. Mitchell
Executive Director

GSM/ys

cc. Tom Sutherland

Texas Social and Legislative Conference

903 LITTLEFIELD BUILDING — TELEPHONE 8-4512 — AUSTIN, TEXAS

October 11, 1955

Mr. George Mitchell
Executive Director
Southern Regional Council
Rm. 433
63 Auburn Ave. N.E.
Atlanta 3, Ga.

OCT 12 1955

Dear Mr. Mitchell:

In view of the importance of the current problem of desegregation in Texas public schools, we are considering this, as a topic for one of the principal speakers at the Twelfth Annual Convention of the Texas Social and Legislative Conference, to be held in Houston on November 13.

When I asked Tom Sutherland of the Texas Commission on Race Relations for his recommendation as to a speaker who would present a fair minded practical approach to the problem, which would be non-inflamatory, he said that he understood you make frequent trips to Texas and it might be possible that you could arrange your schedule so you would be able to appear in Houston on our Convention Program.

In order that you may know something of our organization, I am enclosing two explanatory pamphlets. Attendance at our Conventions is not all that we would wish, but we usually have between 50 and 70 representatives of the various organizations affiliated with the Conference. While relatively small in number, our Convention audience includes numerous labor and liberal leaders. Our aims are extremely ambitions, but our finances are embarrasingly limited, so we are not in a position to offer much inducement to speakers.

Nevertheless, we should like very much to have you speak to us on the topic of desegregation in Texas public Schools, if you find it possible to fit our Convention into your schedule.

Our general approach to desegregation will probably be to work for a gradual sound implementation of the Supreme Court's decision, although as yet we have not passed directly on this issue.

The title of the speech we would leave up to you. Probably a 30 minute speech would be most appropriate for our one day Convention, with time for a few questions afterwards. Please advise me whether or not you will be able to accept our invitation to speak at our Convention.

Yours very truly,

Emilie Heinatz

(Miss) Emilie Heinatz

CHAIRMAN
CHARLES J. MORRIS
1716 JACKSON STREET
DALLAS 1, TEXAS

VICE-CHAIRMAN
JERRY R. HOLLEMAN
412 LITTLEFIELD BUILDING
AUSTIN 15, TEXAS

SECRETARY
EMILIE HEINATZ
903 LITTLEFIELD BUILDING
AUSTIN 15, TEXAS

TREASURER
MABEL M. KUYKENDALL
4429 FOARD STREET
FORT WORTH 5, TEXAS

Texas Social and Legislative Conference

903 LITTLEFIELD BUILDING — TELEPHONE 8-4512 — AUSTIN, TEXAS

October 19, 1955

Mr. George S. Mitchell
Executive Director
Southern Regional Council
Rm. 433
63 Auburn Ave. N.E.
Atlanta 3, Ga.

OCT 31 1955

Dear Mr. Mitchell:

Thank you very much for your offer to dash off to Texas in midst of your many duties. I only wish we had the money to take advantage of the opportunity to have you at our Convention.

However, in view of our impecunious state, we shall have to try to find a speaker in the locality of our Convention, I suppose.

If we can assist you in any way in connection with any projects you may have in Texas, we shall be glad to do so.

Sincerely yours,

Emilie Heinatz

Emilie Heinatz

CHAIRMAN
CHARLES J. MORRIS
1716 JACKSON STREET
DALLAS 1, TEXAS

VICE-CHAIRMAN
JERRY R. HOLLEMAN
412 LITTLEFIELD BUILDING
AUSTIN 15, TEXAS

SECRETARY
EMILIE HEINATZ
903 LITTLEFIELD BUILDING
AUSTIN 15, TEXAS

TREASURER
MABEL M. KUYKENDALL
4429 FOARD STREET
FORT WORTH 5, TEXAS

February 21, 1958

Mr. Ben Herzberg
579 Fifth Avenue
New York, New York

Dear Mr. Herzberg:

I thought you might find the enclosed copy of our Annual Report of interest.

Your help last year at a critical time was invaluable in making possible the continued and undiminished activity of the Southern Regional Council. We are lastingly grateful.

With kindest personal regards,

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf
Enclosures - SRC Annual Report, 1957
List of Board Members

H.C.F.

THE HERTZ CORPORATION

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HERTZ
RENT A CAR
DIVISION
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DIVISION

June 25, 1958

Southern Regional Councils
63 Auburn Ave.
Atlanta, Ga.

Dear Sirs:

Mr. Ed. Elliott who has recently become affiliated with the Hertz Corporation, suggested we drop you a line and let you know we now have an office in the Airport Terminal. We are located next to the baggage counter.

We have a good fleet of automobiles and would be happy to serve you should you have need for our service.

Sincerely yours,

Frances Wallace

Frances Wallace
Airport Manager

HERTZ SYSTEM

BLIND COPY TO PAUL RILLING

January 20, 1959

Mr. Paul K. Heim
Coordinator of Special Projects
University Center in Virginia, Inc.
Ellen Glasgow House
One West Main Street
Richmond 20, Virginia

Dear Mr. Heim:

Thank you for your letter of January 14 in response to one from Mrs. Farr.

Indeed we are interested in adult education about The Law of the Bill of Rights. The possibilities of doing this program over the air are exciting for you would cover such a large audience.

I imagine that you are acquainted with the Virginia Council on Human Relations, 216-C Broad-Grace Arcade Building, Richmond, Virginia; Paul Rilling, Executive Director. This group is dedicated to an increased practice and use of the Bill of Rights. If there is any cooperation Mr. Rilling can offer you I am sure he will. He was formerly with the Regional Staff of the Y. M. C. A. I am taking the liberty of sending him a copy of your letter to me and I am suggesting he contact you.

Sincerely yours,

Frederick B. Routh
Assistant Director

FBR:ls

UNIVERSITY CENTER IN VIRGINIA, INCORPORATED
ELLEN GLASGOW HOUSE, ONE WEST MAIN ST., RICHMOND 20, VIRGINIA

OFFICE OF THE ADMINISTRATOR

FORMERLY: RICHMOND AREA UNIVERSITY CENTER

14 January 1959

Mr. Frederick B. Routh
Assistant Director
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Routh:

Mrs. Florence M. Farr has mentioned to me your interest in plans for The Law of the Bill of Rights program here. We had undertaken to examine the possibilities of doing this on our educational FM radio station, but are waiting our new antenna tower before producing any such programs. We feel that with the extended range of our new tower we will be able to cover a much greater service radius and that our efforts in connection with the Law of the Bill of Rights program will prove more rewarding.

Very sincerely yours,

Paul K. Heim

Paul K. Heim
Coordinator of Special Projects

PKH:mvo

AFFILIATED INSTITUTIONS

COLLEGE OF WILLIAM AND MARY
GENERAL ASSEMBLY'S TRAINING SCHOOL
HAMPDEN-SYDNEY COLLEGE
LONGWOOD COLLEGE
LYNCHBURG COLLEGE
MARY WASHINGTON COLLEGE
MEDICAL COLLEGE OF VIRGINIA
RANDOLPH-MACON COLLEGE
RANDOLPH-MACON WOMAN'S COLLEGE
RICHMOND PROFESSIONAL INSTITUTE
SWEET BRIAR COLLEGE
UNION THEOLOGICAL SEMINARY
UNIVERSITY OF RICHMOND
UNIVERSITY OF VIRGINIA
VIRGINIA STATE COLLEGE
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WORLD PEACE FOUNDATION

FOUNDED IN 1910

40 Mt. Vernon Street, Boston 8, Massachusetts

The activities of the Foundation are focused upon the task of making the facts of international relations available in clear and undistorted form

Staff

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Executive Secretary

HELEN F. MYRICK
ROSEMARY KLINEBERG
Editorial Associates

RECEIVED SEP 28 1959

September 23, 1959

Mr. Harold Fleming
Southern Regional Council
Auburn Avenue
Atlanta, Georgia

Dear Mr. Fleming:

I understand that you might be able to assist me in a project in which this foundation might become involved.

We are investigating the desirability of an inexpensive paperback volume on important aspects of world-affairs communication in the South (Confederacy, minus southern Florida, Texas west of Galveston, and parts of Virginia near Washington, D.C.). After a fairly exhaustive inventory of the literature we find a rather bare cupboard. At this point we are unable to finance new research, and therefore this volume should organize existing data, describe areas where further research is desirable, and draw out suggestions for mass media, voluntary organizations, and other agencies interested in improving understanding international phenomena. I assume that much of the contents will have to be perceptive impressions, working hypotheses, and the like, unless there is a great deal more data than we surmise.

In all probability, I will do one of the chapters organizing opinion research and audience data for national publications, network radio and TV programs, and the like. We are looking for perceptive social scientists and others who can take off from these data, add whatever other pertinent research exists, and then use their perceptive observations to make suggestions for both organizations interested in improving public understanding in foreign relations and for further research to be supported by foundations. I would like to talk over with pertinent people just what foci should be given to such chapters and who should be asked to do them. Currently, we are thinking of one chapter on the range of interests, knowledge, and action among Southern Negroes, another on Southern Jews and how they might be employed to communicate their understanding of international issues

beyond the non-Jewish Southern population, another on the content of local media, especially the press, their possible impact and forces to be dealt with in changing them, and another on the role of various elites in the communication process.

I intend to make a trip through the South later this fall to talk to people who are concerned with various aspects of the over-all problem of world-affairs communication in that region. It would be most helpful if you could steer me to some of these people, and, if you deem it wise, I could arrange a visit with you some time on my trip through the South.

Thank you in advance for your suggestions.

Sincerely yours,

Alfred O. Hero
Executive Secretary

AOH/amw

January 15, 1960

Mr. Roland T. Heacock
Staffordville, Connecticut

Dear Mr. Heacock:

The person to whom you refer in your letter of January 12, 1960, is Mrs. M. E. Tilly of our staff. Her given name is Dorothy. Mrs. Tilly has been working in this field a number of years and is now Director of Women's Work of Southern Regional Council. Enclosed is a biographical sketch of Mrs. Tilly.

With best wishes.

Sincerely,

John Constable
Director of Information

JC:lec
Encl.

IC

Roland T. Heacock
Staffordville, Connecticut

Telephone Overland 4-3328

January 12, 1960

The Southern Regional Council
63 Auburn Avenue
Atlanta, Georgia

Gentlemen:

I am in the process of writing a book on Desegregation and have the need of the full name of a Mrs. Tilley, who some years ago was very active in the state of Georgia, in the United Church Women. I am under the impression that she was a Social Worker. However, I do know that she was a liberal christian woman and was able to accomplish many reforms there.

If you could tell me where I might obtain this information, or, if you are able to supply it in a letter, I shall be most grateful.

May I take this opportunity to commend you for the very valuable service you are rendering to-day in the field of human relations and ask that you enclose subscription blanks to one of your publications.

Sincerely,

Roland T. Heacock

Roland T. Heacock

March 28, 1961

Mr. Sherrell Hendricks
Box 306
Celina, Texas

Dear Mr. Hendricks:

Enclosed is the requested information on the Southern Regional Council. Under separate cover, we are sending you several of our publications which will give you some idea of our current interests.

It was a pleasure meeting you in Louisville and I am sorry that time did not permit us to become better acquainted.

Sincerely,

Paul Anthony
Executive Assistant

PA/mf
Enclosure - 1. (Congressional Record Reprint)

Shennell Hendricks
Box 306
Celina, Texas
Information about
Southern Regional
Council.

Orientation Conference
for the QUADRENNIAL PROGRAM
ON RACE RELATIONS
Sheraton Hotel • March 20-24, 1961 • Louisville, Kentucky

Mrs H. F. Townsend
6331 McCommas
Dallas 14, Texas

✓ Speech -

~~Henry Clay Estate~~

33.50
11
33.50
33.50
348.50
31.50
400.00

Dear Mr. Hendricks:

Enclosed is the requested information on the Southern Regional Council. Under separate cover we are sending you several of our publications which will give you some idea of our current interests.

It was a pleasure meeting you in Louisville and I am sorry that timedid not permit us to becomebetter acquainted.

Sinc. PA

(Enclosed - Douglas Reprint from Cong. Record on SRC)

Send separately - Collins pamphlet, Police Study, School Deseg.1st 6 years, SRC Reports the changing south)

Dear Mrs. Townsend:

Enclosed is the requested information on the Southern Regional Council. Under separate cover we are sending you several of our publications which will give you some idea of our current interests.

I have on my mind - and conscience - the xx written version of the speech. Will try to get it to you soon. Sinc.PA

(Same enclosures + separate mailing as above)

MT: Return to me green copy of letter to Townsend so I can continue to feel bad about not sending my speech.

June 2, 1961

Mr. R. M. Hederman, Publisher
The Clarion-Ledger and Jackson Daily News
Jackson, Mississippi

Dear Mr. Hederman:

Sunday, May 7, 1961, an editorial was published in The Clarion-Ledger and Jackson Daily News with a statement that Carl Braden had served as field secretary of the Southern Regional Council.

For the record, Mr. Braden is not and has never been connected with the Southern Regional Council in any capacity. It is well known that Mr. Braden served as field secretary of the Southern Conference Education Fund.

Perhaps the author of the editorial took his information from a U.P.I. story in early May which erroneously reported Mr. Braden as being connected with the Southern Regional Council. U.P.I. officials here in Atlanta informed us that a correction would be sent out.

In any event, we feel certain you will want to correct this error in so far as it pertains to your organization.

Sincerely,

John Constable
Director of Information
JC:lec

cc: Mr. T. M. Hederman, Mr. James M. Ward, Mr. Chiles Coleman

EDITORIAL PAGE

The Clarion-Ledger AND JACKSON DAILY NEWS

SUNDAY, MAY 7, 1961

T. M. HEDERMAN
Editor, The Clarion-Ledger
PURSER HEWITT
Executive Editor, The Clarion-Ledger

R. M. HEDERMAN, Publisher
The Clarion-Ledger and Jackson Daily News
JAMES M. WARD
Editor, Jackson Daily News

A Sensitive Nerve Pinched

The Supreme Court of the United States has come under attack from an unexpected quarter. The celebrated integrationist, Rev. Martin Luther King Jr. and 16 associates are petitioning President Kennedy to circumvent the "law of the land" as established by the Supreme Court in the Carl Braden case.

Braden, a former Louisville, Ky., newspaperman, is serving a one-year sentence for contempt in refusing to answer the questions of the House un-American Activities Committee regarding his Communist affiliations.

His conviction was upheld in a 5-4 decision of the Supreme Court.

King and his fellow integrationists claim Braden's conviction is a reprisal for his race-mixing activities, and accuse the un-American Activities Committee of resorting to "McCarthyism" in league with segregationists of the South.

In a free-swinging attack, King said the committee should be abolished because "it is the most un-American of committees."

"We think if the un-American Activities Committee is to have the power to subpoena everyone, they will misuse the power to stand in the way of integration," King said.

King's arrogant attack is evidence that the Braden conviction pinched a sensitive nerve in the pro-integration Southern Regional Council, of which Braden served as field secretary.

Failure to get a Supreme Court reversal, virtually automatic in previous cases paralleling Braden's, evidently threw a real scare into King's crowd.

The appeal for clemency over the head of the court to President Kennedy is typical King showboating and a bald demonstration of the sickening egocentricity of his little group.

It is to be hoped that President Kennedy is much too preoccupied with Cuba and Laos to trouble with the Negro preacher who calls him every time he wants to get a traffic ticket fixed.

July 6, 1961

Miss Patricia Herron
461 Park Avenue
Meadville, Pennsylvania

Dear Miss Herron:

I am answering your interesting letter to John Constable, as he has left the Council and I am taking his place. We are, of course, gratified at your plans for a Southern teaching career. I am sure Lillian Smith will be, too. You can write her at Old Screamer Mountain, Clayton, Georgia.

The list of Negro college and university presidents who are on our board of directors should give you a good start on job-hunting in the South. These men are distinguished in education and in race relations, and most of their institutions should offer the sort of environment and interests you are after.

Pay is certainly not munificent at the best of Negro schools, but since your aim seems to be more at satisfactory work than money, it seems likely you can find a happy place at one of these institutions. Your chances for a good spot are also good, because these colleges want, and benefit from, integrated faculties.

In answer to your other questions, some Atlanta churches are assembling groups of Negro and white children for discussion of the coming de-segregation here in the fall, and an organization of several groups, OASIS, is also preparing the way with students, parents and others in the community.

I don't know if anyone is doing anything especially cultural for Negroes here, or elsewhere in Georgia. Atlanta University, with its five colleges for Negroes is a formidable center of culture itself, and attracts many white Atlantans to its musical, theater and other programs.

Good luck in your quest for a Southern teaching position.

Sincerely,

(Miss) Margaret Long
Director of Information

ML:lec

461 Park Avenue
Meadville, Pennsylvania
June 30, 1961

Dear Mr. Constable:

I am writing to ask your help in finding a teaching position in a Southern college. I am an English teacher, with a master's degree from the University of California and two years' experience at Allegheny College here in Meadville. I am also prepared to teach courses in drama, as well as literature, having had a year in the graduate school at the University of Iowa, plus some professional experience.

One of my reasons for sending this letter to you is that I have become increasingly concerned about integration. (I am white.) What I want most is to be a good teacher of literature, but one does not teach in a vacuum. I feel a deep concern for both education and human rights.

This is a vague and swampy question, but what comes to your mind when you think of good people and good colleges ("good" meaning places that are growing, places that are thinking about "what we're going to do after we get to be equal"--I'm thinking of Negro colleges.) Of course people are the important factor, so that I am trying to get in touch with as many like-minded people as I can, instead of just sitting down with a list of colleges.

Some slightly different questions: what kind of projects are going on this summer to bring Negro and white children together? Who is doing anything about cultural projects for Negroes? I would like so much to find a Negro college which stresses the arts--and add my own stressing!

Of course it would seem that the first thing necessary is to find a college which has an opening on its staff. But it is even more important to me to begin to learn about places where meaningful work is being done, of which I might sometime become a part. I know that integration is a vast and complex problem, and that one naive Yankee can probably help very little, but I would like to get started.

Thank you for your attention. I have written a letter similar to this one to Lillian Smith, whose address I do not know. Would you be good enough to forward it to her?

Sincerely yours,

Patricia Herron

Patricia Herron

September 13, 1962

Mr. James A. Head
2013 First Avenue, North
Birmingham, Alabama

Dear Mr. Head:

In reply to your letter of September 10, I do not believe that anyone here is personally acquainted with Dr. Greene. We do, however, know him by reputation.

I would doubt very much that Dr. Greene is a person who can fruitfully work with Negro leadership because of his record as a spokesman for a traditional race relations. He testified, for example, in favor of segregated schools before the Sibley Committee when it was holding hearings throughout Georgia in March, 1960. Although I do not know this for a fact, I heard a few days ago that Dr. Greene was actively soliciting votes in Columbus for former Governor Griffin. Both of these items are illustrative of his common reputation.

With best wishes,

Sincerely yours,

LWD:A

Leslie W. Dunbar

JAMES A. HEAD
2013 FIRST AVENUE, NORTH
BIRMINGHAM, ALABAMA

September 10, 1962

Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Gentlemen:

A Dr. R. W. Greene of Columbus, Georgia, is now in Birmingham setting up a Public Relations Council and I would appreciate your giving me any information that you have on this gentleman that would indicate whether or not he is a responsible person and whether in your opinion he could be successful in our area in bringing the leadership of the Negro and White Races together on some solid ground of mutual understanding.

I would appreciate any information you can send me and your opinion of this man.

Thanks.

Yours truly,

/gh

NORTH CAROLINA STATE COLLEGE
SCHOOL OF AGRICULTURE • RALEIGH, N. C.

DEPARTMENT OF AGRICULTURAL ECONOMICS

October 17, 1963

Rec'd 10/18/63

Dr. Leslie Dunbar
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Les:

Yesterday I received a copy of the Tuskegee agenda for the Conference on the Disadvantaged and noted you are scheduled to be there. I did not want to see you there without having written you a note about the publication.

Again, I should like to express appreciation for the opportunity to do the monograph. I have been highly gratified with the interest expressed in it and how it has been received. I appreciate everything you and Staige Blackford did to make the publication worthwhile.

I shall look forward to seeing you next week.

Sincerely yours,

Vivian W. Henderson
Visiting Professor

VWH:ms

BL
PJV
WB
PA
PWV
MA
LD

file "Ge" Gen. corresp.

213 Fourth Street
Clarksdale, Miss.
March 15, 1964

Mr. Leslie W Dunbar
Director
Southern Regional Council Inc.
5 Forsyth St. NW
Atlanta 3, Georgia

Dear Leslie:

Today I recieved a letter from the Lane Bryant Annual Awards Committee, informing me that I had been nominated by you and the Southern Regional Council to recieve the organizations 1963 award. I want you to know that I sincerely appreciate your expression of confidence in me, and will do the best that I know how to do to never let you down.

Just who the recepient of the award will be, none of us know at this time. For me to have recieved your nomination will always say to me, "Aaron, there are atleast a few people in this country that have confidence in you, be as sure as you can that what you do and say will measure up to the expectations that others haveof you. Not so much just to please them but because you believe what you do and say is right. This rightness must meet the standards of morality, Christianity, and Ameircan ethics".

I read a quote from Dr. James Silver today that humbled me. Perhaps you read of his speech at Southwestern, His reference to me as an ideal for Mississippi caused me to only fall on my knees and Pray to God, " Please Father never let me betray them".

Thanks Les.

Your friend,
Aaron
Aaron

Henderson ltr 3
12/31/63
& Report filed in
Research Dept.

File "Gen. Corresp."
"file" Cr. ref.
"Mr. Gen. corresp
Millsaps College)

March 24, 1964

Professor Gordon G. Henderson
Department of Political Science
Millsaps College
Jackson 10, Mississippi

Dear Professor Henderson:

I have finally read your report on Hinds County Republicans which you sent last December. Although I have been slow, because there is much these days to do, others here have also read it. It sounded very interesting.

If I read you correctly, Hinds County Republicans tend to be, according to ordinarily received criteria, at least as conservative as Hinds County Democrats on nearly everything except prohibition and closed schools. This strikes me as very interesting. I don't believe that I would have predicted it, but somehow when you report it, it seems natural.

Your remarks about "new" Republicans being more heavily interested in personality than "old" Republicans is, I think, of some basic importance. In that connection, you may find

the enclosed clipping interesting.

Please let us know if we can be of any help to you.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj
Enclosure - 1. (Atl. Const. 3/23/64: "Chairmanship Fight Called Healthy by GOP")

Put file

"7e" gen. corresp

file

March 30, 1964

Professor Vivian Henderson
North Carolina State College
Raleigh, North Carolina

Dear Vivian:

I tried to reach you on the telephone, but you were away. Since I shall be away until late next week, I thought I had better write.

The Arkansas Council on Human Relations has asked me to query you about coming out to Arkansas April 28 - 29; both days if at all possible. They are running a conference of Negro ministers devoted to three subjects: voter registration, community leadership, and equal employment. Arkansas Baptist, Philander Smith and Shorter colleges are co-sponsors of the conference. They want you on the employment subject. Percy Williams is coming too, and has already agreed. They can pay travel; I don't know whether they have anything for honoraria, but rather doubt that they do.

Do it if you can. They are good people, and deserve the best; namely, you.

Could you drop me a note and let me know, even if it is only that you will be willing to think about it?

I am sorry I missed you on the telephone, because I would like to have talked to you about things.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj
cc: Mr. Ozelle Sutton

CROSS REFERENCE SHEET

NAME OR SUBJECT:

"He" general corresp.--Mr. Roger Herst-Hebrew Union College

REGARDING:

Re: The Human Relations Data Collection

DATES
7/8/64 and 7/1/64

(SEE)

NAME OR SUBJECT:

Correspondence filed under
"Hu" Hebrew Union College- Mr. Roger Herst.

December 11, 1964

Mr. Gordon G. Henderson
Department of Political Science
Millsaps College
Jackson, Mississippi

Dear Gordon:

I am sending you enclosed a copy of my paper; also, because you open the door, a copy of another one I did on the same subject a few years ago.

It's hard to say thank you for the several nice compliments in your letter. You may imagine that we are more than delighted to have them.

Are you on our mailing list? If not, and would like to be, let me know.

With all good wishes,

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD:slw
Enclosures- 2.

Rec'd 11/30/64

MILLSAPS COLLEGE
DEPARTMENT OF POLITICAL SCIENCE
JACKSON, MISSISSIPPI 39210

PA
LD

November 25, 1964

14
19
26
32

Mr. Leslie Dunbar
Executive Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Leslie:

It was good to see and talk to you again in Durham. I am mightily impressed with the work the Southern Regional Council has done and is doing and am very glad the Organization exists. For your part in that work I compliment and thank you.

I thought your paper on civil disobedience was simply first-rate. Are there going to be copies of it available? If there are I'd very much appreciate it if you would send me one.

Please give my regards to Paul Anthony. I tried to call him from the Atlanta Airport Saturday afternoon on my way from Durham back to Jackson but his line was busy every time I tried.

Yours sincerely,

Gordon

Gordon G. Henderson

File
"He" - general

Aug. 2, 1965

Bernice,

I goofed -- I told Gordon Henderson I would send him on July 19 twenty-five copies of ENCOUNTER. I don't seem to have any record of where I asked you to do it. Please, please, put twenty-five (25) in the mail tomorrow. Then file this note in Mattie's folder on her desk.

thanx, mmj

(label attached)

PWK
PAV
MJ
ML (New South)

July 19, 1965

Mr. Gordon G. Henderson
Chairman
Department of Political Science
Millsaps College
Jackson, Mississippi

Dear Mr. Henderson:

This is to acknowledge your letter of July 15 to Mr. Dunbar who is away from the office for several days.

I am having sent to you today 25 copies of Encounter with the Future. We are pleased that you think so highly of it.

Your letter will be brought to Mr. Dunbar's attention immediately upon his return.

Sincerely yours,

(Mrs.) Mildred M. Johnson
Secretary to the Director

MMJ

MILLSAPS COLLEGE
DEPARTMENT OF POLITICAL SCIENCE
JACKSON, MISSISSIPPI 39210

Read 7/19/65

Zerox copy filed in ENCOUNTER commendation file - MA

July 15, 1965

Mr. Leslie Dunbar
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Leslie:

I am very glad to have received a copy of Pat Watters' ENCOUNTER WITH THE FUTURE. It is a remarkable and excellent piece of writing. I can't remember having read anything in recent months more intriguing or that held my attention better.

If you have about twenty-five copies of this to spare, I would very much like to have them. I know at least this many people who are likely not to see it, and I would like to send it to them.

By the way, I am spending the summer traveling around Mississippi, tape-recorder in hand, talking to all sorts of people and enjoying it hugely.

Sincerely,

Gordon

Gordon G. Henderson
Chairman

GGH/sah

file "He" - gen.
Make a tickler card)
Done 5/27 [illegible]

April 5, 1965

Mr. Aaron Henry
213 - 4th Street
Clarksdale, Mississippi

Dear Aaron:

It's a darn shame that you have to go all the way to the Supreme Court of the United States. But, congratulations. Maybe the time will get here soon when you can find some decency in the courts of your own state.

All the best.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

file
file
gen

August 16, 1965

Dr. Gordon B. Henderson
Department of History
Milsaps College
Jackson, Mississippi

Dear Gordon:

That is a good piece you have written. I am pleased to learn that the Field Foundation has a part in it.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

File "He" gen.

July 6, 1966

Mr. Gordon G. Henderson
32 East Keim Drive
Phoenix, Arizona 85012

Dear Gordon:

This will acknowledge with our most sincere appreciation your contribution to the Council. Our receipt is enclosed.

It means a great deal to us to have such expressions of support from people like you.

Some of these times we would be very interested to hear of the community's reaction ~~d~~eaction to the difficulties Phoenix is now experiencing. You can't get away from it, can you?

Every good wish to Mary Ann and to you.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
Enclosure - 1. (Official receipt)

(5)

Paul.
I suppose R. Howard put this on your desk to be acknowledged
mf 7/5/66

Contribution

Gordon G. Henderson
32 East Keim Dr.
Phoenix, Ariz. 85012

$ 20.00 check
6-29-66

File - "Ge"

AU
MJ-file

August 8, 1966

Mr. W. James Hersh
Apt. 1-D
1673 Briarcliff Road, N. E.
Atlanta, Georgia

Dear Mr. Hersh:

Please forgive me this long delay in answering your very thoughtful letter of July 20.

We would be happy to have an opportunity to meet you and to discuss some of the questions and concerns raised in your letter. I would particularly hope you would have an opportunity to meet Al Ulmer of our staff who directs our project in Community Organization. He is most familiar with some of the programs and agencies involved in working in poor communities.

We are downtown across from the Journal-Constitution office and have a very informal office. We would be delighted to have you drop by anytime you are in this vicinity. It might, however, be best for you to call ahead of time to determine if Ulmer or I are here.

If the above suggestion cannot be worked out for you, I will be happy to make an attempt to answer your questions in correspondence.

Best wishes.

Sincerely,

Paul Anthony
Executive Director

PA/km

Recd 7/22/66

(4)

July 20, 1966

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth St.
Atlanta, Ga.

Dear Mr. Anthony:

I am writing to you asking for your advice, in response to an article in the Atlanta Journal, July 19. I am in full agreement with the thesis that the only cure for the slums lies with the people who are not caught in that "trap"; I am not caught in that trap and desire very much to serve as a means to the cure, although my capacities are very limited. I feel I should make it known at the outset that this hope of mine does not arise out of an "affluent white" sense of guilt--I am too young and too in-affluent to feel guilty. Although I am in no position to hire Negros or to integrate a public facility(I only wish I were), I do feel that I can offer some help in the form of time or money. I am not seeking paternalism of any kind; such is ugly to me.

My heart cries out at the injustices that I find in Atlanta. I have lived here but a month and a half and as aresult I am very much unaware of Atlanta's gravest problems; nevertheless, in applying for numerous jobs I have been given three jobs--all three are jobs which automatically eliminate Negros. This situation is the ugly foundation for places like Vine City; I am sure you know this.

I have very little money myself. My wife is expecting our first child the first week in August; I have a teaching position for next year and a couple of part-time jobs for the duration of the summer. However, I feel that I cannot in any way discount my opportunity to be of some help to the social tragedy of Vine City. Rather than to haphazardly throw what little money I have into some hungry face, I decided to write someone who is better aquainted with the immediate needs than I am, myself. Your assistance would be deeply appreciated.

If you can afford the time would you please write me a short note, advising me how to best give what time and funds I can? I would appreciate very much your reply.

Thankyou for your time,

W. James Hersh

W. James Hersh
Apt. 1-D
1673 Briarcliff Rd., N.E.
Atlanta

File "Ho" gen.

March 18, 1968

Mr. Gordon G. Henderson
Data Surveys
Arizona Title Building, Suite 410
Phoenix, Arizona 85003

Dear Gordon:

Pat gave me a good report on your visit. I am only sorry I was unable to be here.

While we do have a strong proprietary feeling about the region, we also have a strong commitment to cooperating with good people like yourself. In fact, I very much appreciate your thinking of us, and telling us about your program. I hope we will have occasion to get into trouble together.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

DATA SURVEYS

Suite 410 Arizona Title Building Phoenix, Arizona 85003 (602) 254-2138

March 15, 1968

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia 30303

Dear Paul:

Thank you for setting up the meeting last Friday with Pat Watters. We had a good lunch; I mean the talk was good; I won't vouch for the food everyone ate. I was glad to have the chance to tell Pat and Sam about what we are thinking of doing under the Ford Foundation Grant. You know, I suspect, that I tend to regard the whole of the South as within the proprietary interest of the Southern Regional Council and I would not want to be a party to any undertaking that I thought might conflict with your programs. We had at least a little success in our efforts in the West to encourage local media to acknowledge their responsiblity to serve the interest of the community in which they operate. I hope we may have some success in the same direction in the South. That would be something!

Yours sincerely,

Gordon

Gordon G. Henderson

GGH:jc

File
Doyle - gen.

May 31, 1968

Dr. Gordon G. Henderson
Data Surveys
Arizona Title Building, Suite 410
Phoenix, Arizona 85003

Dear Gordon:

I regret that I will be in New York shaking the tamberine on June 5th, and once again will not be in the city when you are here. I do hope that Pat and Bob will be available.

Warm regards to all the Hendersons.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

DATA SURVEYS

Suite 410 Arizona Title Building Phoenix, Arizona 85003 (602) 254-2138

May 28, 1968

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

We have scheduled a meeting in connection with the Ford Grant to the Office of Communication of the United Church of Christ for 7:30 p.m., Wednesday, June 5, in either the Chapel or the Board Room of the Presbyterian Center, 341 Ponce De Leon. Betty Jo Taylor (875-8921) is serving as directress-in-chief of the meeting.

The purposes of this meeting, which I shall attend, are: (1) to explain what the Ford Grant is designed to do; (2) to elicit from those present their evaluation of television and radio programming in Atlanta; and (3) to determine whether there is sufficient interest and concern to undertake the kind of activities which the Ford Grant covers.

It would be good to have a good size group present at this meeting so that we may have the widest possible sharing of ideas. If you yourself can come and/or interest others you know in attending, that would be great.

I am also letting Pat and Bob know about this meeting by letter too.

I am enclosing with this letter some mimeographed materials which I hope will give you a feel for the kind of thing we are interested in doing under the Ford Grant.

Yours sincerely,

Gordon

Gordon G. Henderson

GGH/cf
Enclosures

Office of Communication
UNITED CHURCH of CHRIST
289 Park Avenue South
New York, New York 10010
(212) 475 2127

Rev. Everett C. Parker
Director

PRIVILEGES AND OBLIGATIONS OF INDIVIDUAL CITIZENS IN RELATION TO TELEVISION AND RADIO BROADCASTING

Why Are Television and Radio Important?

Television and radio are the major channels of communication today. For millions of people they are the primary source of information about what is going on in the world and why. They provide news about daily events. They comment on those events and analyze their causes and importance. A major national network newscaster develops a loyal following of his own. People watch his news program every day. They rely on it to give them an accurate and unbiased picture of the events of the day. They come to trust what he says and to believe that if he reports an event it must be important. The same is likely to be true in the case of a local newscaster, many of whom also develop loyal followings in their communities. Popular entertainers evoke the same affection and trust. They become important leaders in setting tastes, and even in establishing opinions. Television and radio educate, sometimes by chance, through such things as commercials, sometimes in programs like Romper Room or early morning high school and

college courses in mathematics, language, and other subjects. They provide specialized coverage of subjects of interest to particular groups in their viewing audience as in the case of agricultural and farm market reports, and in programs specially designed for children. They can stimulate public interest and concern with current issues, as for example, through public affairs programs, or by round table discussions in which leaders and other qualified persons are invited to participate. They can be a force for reform through such devices as station editorials. They can, and do sell products, as the number and frequency of commercials attests. They can and do entertain. Radio and television, to repeat, are major channels of communication. What they do can have a tremendous impact on a community. Upon these media, therefore, rests a great responsibility to use the influence they have to promote the best interests of the communities they serve.

Furthermore, they are required by law to broadcast in "the public interest, convenience or necessity," that is, to put the public interest above the private interest of the individual broadcaster to make the largest possible amount of money out of his station license.

It is exactly because television and radio are such important means of communication that some people are concerned about what they carry in the way of programs and what they do not carry. In a time of crisis -- as at the time of Dr. Martin Luther King's

assassination -- television can play an important part in drawing the people of the nation closer together. It can be an important means of maintaining peace and order at a time when tensions and emotions run high. On the other hand, many Negroes feel that both television and radio have unfairly reported the needs, interests, and life of the Negro and hence have served to widen the gap of understanding between whites and blacks. This conclusion is shared by the President's Commission on Civil Disorders which said: "Important segments of the media failed to report adequately on the causes and consequences of civil disorders and on the underlying problem of race relations. They have not communicated to the majority of their audience -- which is white -- a sense of the degradation, misery, and hopelessness of life in the ghetto."

On occasion Negroes have made specific complaints against the media: that Negroes seldom appear on programs, that the viewpoint of Negro leaders is seldom reported, that Negro leaders appear much less often than do white leaders, that Negroes are seldom accorded the same kind of respect and courtesy normally accorded whites, and that Negroes are all too often treated as a class of second-class citizens, trouble makers, shiftless, uncouth, and irredeemable.

But Negroes are not the only ones who complain about television and radio. For years various groups and individuals -- color aside -- have complained about the amount of programming

devoted to extremist propaganda, aimed to shake people's faith in American institutions; about personal attacks made on persons and groups who are given no chance to defend themselves; about the amount of time given over to commercials; about the amount of time allocated to entertainment programs as against those of a more constructive nature; about the quality (or lack of quality) of children's programs; about the dullness of many religious programs; about the scarcity of time devoted to covering local community affairs and the lack of serious public affairs programs; about the imbalance often present in the viewpoints expressed when such public affairs are broadcast, about the bias evident in news programs and station editorials.

What can be done about these complaints? What can the average citizen do if he wants to make television and radio a better and more constructive means of communication? By way of beginning to answer this question let us first review what the responsibilities of a broadcasting station are and how these obligations are enforced.

The Communications Act of 1934

The American system of broadcasting was established by an Act of Congress, the Communications Act of 1934. Under its provisions the limited number of wave lengths -- usually called "frequencies" -- on which radio and television stations can operate are declared to be public property. They must be used "in the

public interest, convenience, and necessity." Radio and television belong to the American people.

In theory, there are three parties participating in the American system of broadcasting: the public, the government, and the broadcaster. The public has the most at stake. It has the right to service and the responsibility to see that service is provided. Through a government agency, the Federal Communications Commission (FCC) broadcasters are granted a temporary privilege to use the public's air waves. The broadcaster's use of the public's air is limited and conditional. While he is engaged in private, competative enterprise, he must subordinate his quest for profit to the public interest. The FCC, as guardian of the public domain, has the responsibility to insure that the public interest is served by each broadcaster.

The Federal Communications Commission

The FCC is a board of seven men appointed by the President. They and their staff have the responsibility of assigning the use of broadcast frequencies to the individual stations. Licenses are granted to radio and television stations for a period of three years. The broadcaster is legally required to sign a waiver acknowledging that he has no permanent right to the frequency on which he operates. A license can be renewed only after the FCC is convinced that the broadcaster is satisfactorily meeting his obligations to the public. Although the FCC is denied the power

of being a censor, it may decline to renew a station license if the station is found derelict in its duties.

The Broadcaster's Responsibility

As trustee in the use of an assigned frequency, the broadcaster is charged with definite responsibilities. Above all, the Communications Act requires that he operate his station "in the public interest, convenience, and necessity." The FCC does not prescribe the station's programming policy. It does set guidelines and procedures through which the broadcaster may ascertain the public tastes and needs of his community. The broadcaster is required to consult with members of the listening public and leaders in community life to determine how best to serve the interests of the people in the area covered by his signal. The broadcaster must demonstrate to the FCC that he has, in fact, surveyed his community, must present program proposals to meet the needs and interests he has discovered, and must promise to fulfill his prescription for service over the three-year term of his license. The same procedures of consultation, analysis of community needs, and proposal of programming to fulfill the needs and desires of the audience must be repeated every three years for the station to qualify for license renewal.

The FCC has established fourteen program elements which are normally required to serve community needs and interests: 1. opportunity for local self-expression, 2. the development and

use of local talent, 3. programs for children, 4. religious programs, 5. educational programs, 6. public affairs programs, 7. editorialization by licensees, 8. political broadcasts, 9. agricultural programs, 10. news programs, 11. weather and market reports, 12. sports programs, 13. service to minority groups, and 14. entertainment programs. Normally, a station is expected to present programs on a regular basis that cover all of these interests and activities.

Adequate attention given to each of these program interests constitutes a balanced program schedule. The broadcaster is obliged to offer balanced programming, regardless of whether or not he is able to realize a profit on all presentations. Indeed, there are bound to be some programs which are either not conducive to or inappropriate for commercial sponsorship. The broadcaster is also required to serve non-profit organizations in his community. Sustaining programs, those programs which are presented at the expense of the station, must be used by the broadcaster to fulfill those community interests and needs which are not dealt with in sponsored programs.

The Fairness Doctrine

The presentation of news and public affairs programs is perhaps the single most important service rendered to its community by a radio or television station. Through such programs, broadcasting fosters the dialog that makes democracy work. The broad-

caster's responsibility to the public interest accords him special obligations in this sensitive area. The FCC requires of the station another kind of program balance; fairness in the handling of controversial issues of public importance.

A broadcaster is not permitted to use his facilities solely for the presentation of his own point of view or of the views of those who purchase the time he offers for sale. He is obliged to provide coverage of controversial issues. Further, he has the responsibility to insure that listeners are given the opportunity to hear all significant viewpoints concerning the issues presented. This policy has been enunciated by the FCC. It is known as the Fairness Doctrine.

In addition to these general requirements of fairness, if in the course of a discussion of controversial issues a personal attack is made upon the honesty, character or integrity of a person or group, the broadcaster must notify those attacked and provide them adequate free time to reply. Personal attacks made upon public officials and foreign persons or groups, attacks by political candidates and their spokesmen on each other, or attacks made during bona fide newscasts or coverage of bona fide news events are excluded under this ruling.

How the System Really Functions

Thus far we have dealt with the American system of broadcasting as it should function in the ideal situation. There is a

good deal of difference between that ideal and reality. First, the broadcaster is in business to make a profit. The responsibility to serve the public interest is never his main concern, least of all if that obligation seems to interfere with his private income. It is unrealistic to expect broadcasters voluntarily to subordinate their business interests to the needs and interest of the public.

With nearly 6,000 radio and 1,000 television stations in the United States, it also is unrealistic to expect that the FCC in Washington, D.C. can police the stations adequately and guarantee that the public interest is being served in all localities. The Commission, at best, will listen to complaints from the public and intervene in cases of proven abuse of the requirements of the Communications Act. The public too often is disorganized and plagued by apathy and indifference about the functioning of its broadcast stations. More importantly, the public is not informed about its rights and responsibilities with respect to the operation of stations. The broadcasting industry has built up powerful trade interests which are well represented at all levels of government, while the public is seldom heard. Therefore, stations operate pretty much as they please, without fear of being penalized for other than the most flagrant violations of the Communications Act.

The Public - The Missing Link

By now it should be obvious that the missing element in our scheme of broadcasting is the public itself. What the public has a right to expect from its radio and television stations has been discussed already. But along with rights come attendant responsibilities. Just as you are concerned with the kind of education that is offered in your schools, the police and fire protection provided in your community, and the health care available in your hospitals, you should concern yourself with the radio and television fare which is served up in your home. You and your fellow citizens have an obligation to cooperate in the broadcasting being done in your community.

The following questions should be considered in evaluating the present nature of broadcasting by stations in your community.

1. Does the station make a serious effort to consult with representatives of various community groups about the kind of programming it is providing and how it might improve its service?
2. Does the station present a balanced program schedule, offering programs in each of the fourteen areas enumerated by the FCC?
3. Does the station program discussion of controversial issues that are important to the community? Does this programming give opposing points of view the opportunity

to be heard or does it give voice to only one point of view? Are members of minority groups featured in discussions of community issues? Are news and documentary programs biased toward one viewpoint, or a limited number of viewpoints?

4. Do announcers or guests of the station attack individuals or groups on the air? Does the station feature "call-in" programs on which anonymous callers are allowed to make attacks? If such attacks are made, does the station offer those attacked an immediate opportunity to reply?

5. How much time does the station devote to public service broadcasting for non-profit organizations within the community? Are these programs aired during hours when people are likely to be viewing or listening? Are the programs aimed at a variety of audiences, or are they dominated by a particular segment of the community?

6. Are the interests, tastes, needs, and desires of minority groups, such as Negroes and Puerto Ricans, adequately served? Do Negroes, for example, receive treatment equal to that accorded to whites? Do they appear regularly on the station on all types of programs at all times of day? Are racial issues and the affairs of the Negro community dealt with fairly and objectively? Do Negro leaders have regular access to the station to

present their views? Are the lives and problems of Negroes portrayed to the whole community with depth and meaning?

If the answers to any of these questions indicate that a station consistently is not living up to its responsibilities to the public, you may want to pursue the matter further. Remember that there is strength in numbers. Although an individual is entitled to write to a station or to the FCC, the more representative of the public as a whole the suggestion or complaint is, the more likely it is to be given serious consideration.

Seek out other individuals and organizations in your community which share your concern. Join with them in deciding in what ways radio and television service could be improved in your community and what practices in broadcasting you find objectionable. Remember, however, that you are exercising an important responsibility. If you seek to use your organization's power merely to censor unpopular broadcasters or to keep points of view other than your own from being heard, you will make a mockery of the right of the public to broadcast service.

The best way to make sure that a station will act responsibly is to let its management know that you are interested in its performance. Keep station management informed about your suggestions and complaints, but also about the things you like about its programming. Sometimes you will be able to talk things over and

improve your broadcast service. However, it is entirely possible that the broadcaster will reject your overtures and even deny that you have any right to interfere in broadcasting affairs.

A Significant Court Decision

If a broadcaster does not live up to his responsibilities, the public has a right to demand that his license be taken away and given to a licensee who will act in the public interest. The Office of Communication of the United Church of Christ did this in 1964 when it petitioned the FCC to deny license renewal to Jackson, Mississippi television stations WLBT and WJTV, on grounds that they consistently discriminated against their Negro viewers.

The FCC ordered the two stations to cease their discriminatory practices, but refused to hold a hearing to determine whether or not their licenses should be revoked, or to give legal standing to the church body.

An appeal of the FCC ruling in WLBT to the United States Circuit Court of Appeals resulted in a landmark decision that reversed the FCC on all issues and ruled that public groups do have standing to intervene in radio and television station licensing procedures.

The Circuit Court decided that responsible community organizations such as "civic associations, professional societies, unions, churches, and educational institutions or associations" have the right to contest the renewal of the license of a station

which ignores its public responsibilities. Previously, only those who had a financial stake in station ownership were permitted by the FCC to intervene in its licensing procedures.

Many broadcasters say that restrictions on their operations are a violation of their right of free speech. On the contrary, the courts have consistently ruled that the freedom of speech clause of the First Amendment applies not to the broadcaster but to the public, and not only permits but requires that licensees be regulated so as to insure that all viewpoints are heard over their stations.

In the WLBT case, the Circuit Court of Appeals ruled that "a broadcaster seeks and is granted a free and exclusive use of a limited and valuable part of the public domain; when he accepts that franchise, it is burdened by enforceable public obligations."

Broadcasting in a Democracy

Television and radio provide unique and vital channels for the dissemination of news and information, the exchange of ideas, the presentation of programs that can set tastes and desires, and the influencing of cultural standards and patterns. The broadcasting media exert a major influence on the lives of individuals and the public at large. This influence can be constructive or destructive, dependent upon the attitudes and activities of the managers of the television and radio stations and networks. It should not be expected that broadcasting will function primarily for the betterment of private and public life unless there is

active participation by the public in the setting of policies, standards, and practices of the stations and networks.

Democracy is more than abstract ideal. Beyond its political manifestations through government by the people, it entails belief in the freedom, dignity, and individuality of man and faith that there is a purpose in human existence. The dynamism of democracy demands a continuous effort at betterment of self and society, which in turn requires involvement by each person in the processes of democratic living.

An informed public is essential to the operation of democratic processes. The individual must be constantly exposed to a free flow of ideas. He must be informed about the issues and problems that face the nation, his community, and himself, and he must understand proposed solutions. Broadcasting has a dual role in this process. It is a means of keeping dialogue flowing. It is also an institution whose function is peculiarly the responsibility of the individual citizen and the primary groups to which he belongs. It is essential that each citizen understand the ground rules under which the broadcasting system operates, and that each person decide for himself whether or not broadcasting is living up to its potentials and obligations and take the necessary steps to support its successes and help rectify its shortcomings.

Where to Get Help

If you or an organization to which you belong feel that one or more of the radio or television stations in your community are not meeting their responsibilities to the public and that station management is unresponsive to the suggestions or complaints of substantial members of the public, there are organizations that can help you take steps to have your views considered seriously by the station. If you write for help, be sure to describe your problem in detail. Among organizations that are helping community groups to achieve balanced programming are:

Office of Communication
United Church of Christ
289 Park Avenue South
New York, New York 10010

Institute For American Democracy
Suite 101
1330 Massachusetts Avenue, N.W.
Washington, D. C. 20005

ATTACHMENT A

Attention is invited to the Commission's "Report and Statement of Policy Re: Commission En Banc Programming Inquiry" released July 29, 1960 - FCC 60-970 (25 Federal Register 7291; 20 Pike and Fischer Radio Regulation 1902).

Pursuant to the Communications Act of 1934, as amended, the Commission cannot grant, renew or modify a broadcast authorization unless it makes an affirmative finding that the operation of the station, as proposed, will serve the public interest, convenience and necessity. Programming is of the essence of broadcasting.

A broadcast station's use of a channel for the period authorized is premised on its serving the public. Thus, the public has a legitimate and continuing interest in the program service offered by the station, and it is the duty of all broadcast permittees and licensees to serve as trustees for the public in the operation of their stations. Broadcast permittees and licensees must make positive, diligent and continuing efforts to provide a program schedule designed to serve the needs and interests of the public in the areas to which they transmit an acceptable signal.

In its above-referenced "Policy Statement," the Commission has indicated the general nature of the inquiry which should be made in the planning and devising of a program schedule:

> "Thus we do not intend to guide the licensee along the path of programming; on the contrary, the licensee must find his own path with the guidance of those whom his signal is to serve. We will thus steer clear of the bans of censorship without disregarding the public's vital interest. What we propose will not be served by pre-planned program format submissions accompanied by complimentary references from local citizens. What we propose is documented program submissions prepared as the result of assiduous planning and consultation covering two main areas: first, a canvass of the listening public who will receive the signal and who constitute a definite public interest figure; second, consultation with leaders in community life -- public officials, educators, religious (groups), the entertainment media - agriculture, business, labor, professional and eleemosynary organizations, and others who bespeak the interests which make up the community."

Over the years, experience has shown both broadcasters and the Commission that certain recognized elements of broadcast service have frequently been found necessary or desirable to serve the broadcast needs and interests of many communities. In the Policy Statement, referred to above, the Commission set out fourteen such elements. The Commission stated:

> "The major elements usually necessary to meet the public interest, needs and desires of the community in which the station is located as developed by the industry, and recognized by the Commission, have included: (1) Opportunity for Local Self-Expression, (2) The Development and Use of Local Talent (3) Programs for Children, (4) Religious Programs, (5) Educational Programs, (6) Public Affairs Programs, (7) Editorialization by licensees, (8) Political Broadcasts, (9) Agricultural Programs, (10) News Programs, (11) Weather and Market Reports, (12) Sports Programs, (13) Service to Minority Groups, (14) Entertainment Programming."

It is emphasized that broadcasters, mindful of the public interest, must assume and discharge responsibility for planning, selecting and supervising all matter broadcast by their stations, whether such matter is produced by them or provided by networks or others. This duty was made clear in the Commission's Policy Statement, page 14, paragraph 3:

> " Broadcasting licenseee must assume responsibility for all material which is broadcast through their facilities. This includes all programs and advertising material which they present to the public. With respect to advertising material the licensee has the additional responsibility to take all reasonable measures to eliminate any false, misleading, or deceptive matter and to avoid abuses with respect to the total amount of time devoted to advertising continuity as well as the frequency with which regular programs are interrupted for advertising messages. This duty is personal to the licensee and may not be delegated. He is obligated to bring his positive responsibility affirmatively to bear upon all who have a hand in providing broadcast matter for transmission through his facilities so as to assure the discharge of his duty to provide (an) acceptable program schedule consonant with operating in the public interest in his community. The broadcaster is obligated to make a positive, diligent and continuing effort, in good faith, to determine the tastes, needs and desires of the public in his community and to provide programming to meet those needs and interests. This, again, is a duty personal to the licensee and may not be avoided by delegation of the responsibility to others."

Office of Communication
UNITED CHURCH OF CHRIST
289 Park Avenue South
New York, New York 10010
GRamercy 5-2127
Rev. Everett C. Parker, Director

OBSERVATION OF TELEVISION PROGRAMMING

Purpose of Observation

Broadcast station programming is to be observed to ascertain (1) whether or not Negroes receive treatment equal to that accorded to whites in television service, (2) whether or not Negroes are treated fairly, and (3) whether or not Negroes receive television service sufficient to meet their particular tastes, needs, and desires.

1. Do Negroes receive treatment equal to that accorded to whites in television service? It will be necessary to analyze the whole programming service of a station to answer this question.

Information such as the following will be gathered:

What types of programs does the station broadcast and when are they on the air?

What is the source of the programs: local (produced by the station, community organizations, advertisers), a network, films or other kinds of recordings?

What is the extent and frequency of appearance of Negroes on the individual programs and in the total programming of the station?

The degree of exposure of Negroes will be recorded in relation to the program types and origination of the programs. The participation of Negroes in programs will then be compared quantitatively with the exposure accorded whites on the station.

2. Are Negroes treated fairly in television service? Within that portion of the station's service that treats Negroes and that deals with racial issues, are persons and issues dealt with fairly and objectively?

Are Negroes afforded the same courtesy as whites? Is the Negro point of view presented? Do Negro spokesmen have the opportunity to present their views? Are Negroes singled out for unfair identification? Do Negroes, their practices, or their leaders come under attack? Are Negroes freely mingled with whites and do they have a role as important as do whites?

3. Do Negroes receive television service sufficient to meet their particular tastes, needs, and desires? In part, this information will be supplied by data covering the first two points. However, Negro and other minority groups are faced with unique and compelling problems in America. Beyond equal and fair treatment of minority groups, what effort are broadcasters making to meet the needs of these people?

Are the lives and problems of Negroes portrayed with depth and meaning so the whole community can understand their hopes, desires, background, habits, customs, and acts? Are Negroes given an opportunity to see and hear their leaders and to understand their ideas and plans? Are programs broadcast to help meet the educational needs of ghetto areas? Are programs presented that expose the talents and ideas of Negroes?

Instructions for Observation

Introduction

The effort to obtain satisfactory television service for Negroes must be based upon a clear and objective analysis of the kind of service currently being received by them, evidence of shortcomings, and proposals for improvement. The systematic observation of a station's programming is the vital first step in obtaining a comprehensive picture of its service.

The service of a broadcast station is made up of many individual programs. These programs are of various types and may originate from several sources. Only after sufficient information is gathered about how the station handles its individual programs and treats minority groups within them can an appraisal be made of its over-all service.

By completing the Observer's Log Sheet and supplying the information about individual programs, the observer helps assemble a record of the station's program service. The observer must be able to recognize each program by type and source and must be able to answer specific questions about its content. The information must be carefully recorded on the Observer's Log Sheet. All of the information collected during the period of observation will be brought together and analyzed, thus providing a record of the station's service.

Examine the attached copy of the Observer's Log Sheet. It is divided into two sections. On the upper portion of the page the observer is asked to provide basic information about each program. This data includes station call letters and location, day and date of program, time the program began and ended, program title, program type, and program source. As each program proceeds, the observer indicates if a Negro appears in the program or in a spot announcement and if racial issues were treated. On the lower portion of the page the observer is asked for details about the program content.

Program Types

The Federal Communications Commission has designated eight basic program types and three sub-categories of programs that relate to one or more of the main types. You will find the program types listed at the top of the Observer's Log Sheet. The box next to the title should be checked to indicate the character of each program you observe. Listings and boxes for the sub-categories of programs are below the listing of the eight main program types.

The eight basic program types listed in the order on which they appear on the Observer's Log Sheet are as follows:

1. Agricultural Programs. They include market reports about livestock and commodity prices, information about agriculture, and any news, advice,

or information specifically addressed to farmers.

2. Entertainment Programs. The majority of the programs that you observe will fall in this category. It includes all drama, variety shows, comedies, musical programs, quizzes, stunts, contests, games, dance parties, cartoons, etc.

3. News Programs. These programs include reports dealing with local, national, and international events, including weather and stock market reports; and when an integral part of a news program, commentary, analysis, and sports news.

4. Public Affairs Programs. These programs include talks, commentaries, discussions, speeches, editorials, political programs, documentaries, forums, panels, round tables, and similar programs primarily concerning local, national, and international public affairs.

5. Religious Programs. These programs include sermons and services of worships, religious news, music, drama, and other types of programs designed primarily for religious purposes.

6. Instructional Programs. These programs include programs (other than those classified under Agricultural, News, Public Affairs, Religious or Sports) involving the discussion of, or primarily designed to further an appreciation or understanding of, literature, music, fine arts, history, geography, and the natural and social sciences. They also include programs devoted to occupational and vocational instruction, instruction with respect to hobbies, and similar programs intended primarily to convey information. Talks on gardening and cooking shows fall under this category.

7. Sports Programs. These programs include play-by-play and pre- or post-game related activities and separate programs of sports instruction, news or information (e. g., fishing opportunities, golfing

instructions, announcements of ski conditions, etc).

8. Other programs. Include all programs that you cannot identify as belonging to one of the other seven types.

The three program sub-categories apply to the main programs. They are as follows:

(1) Editorials. These are presentations of opinions of the licensee or replies to such opinions.

(2) Political Programs. A political program may consist of a spot announcement or a talk by a candidate for public office, a program which expresses opinions of such candidates or one which deals with issues that are to be voted upon at the polls. (Editorials by the station even though aimed at a political candidate are not listed as political programs.)

(3) Educational Institution Programs. These programs may deal with any of the subjects listed under the eight basic program types. Their uniqueness is that they are presented by an educational institution, a library, a museum, a parent-teacher association, a medical society, a labor union, a religious organization or a similar public body, either independently or in cooperation with the station. These programs may be related to any of the main program types except sports.

Your first task as an observer is to become familiar with the eight basic types. You can quickly get them in mind by watching television and classifying programs informally. Once you have started formal observing be sure to check the box on your log sheet beside the appropriate program type and, where necessary, also check one of the three sub-categories. In most cases, the sub-categories: editorials, political programs, and educational institution programs, will be identified by the station, either on the screen

or by means of verbal announcements. Following are examples:

Editorials. The station announcer will usually introduce an editorial with an announcement such as this: "The following is a Station WAA editorial. Here, speaking for the management, is John Smith." When an editorial is presented it is a sub-category of public affairs programs. You should check the public affairs box and the editorial box.

Political Programs. Political programs are usually clearly identified as such by the station. They, too, should be logged as a sub-category under public affairs programs.

Educational Institution Programs. These programs should be checked in the box labeled Educational on the log sheet. As indicated before, they may be related to any of the basic program types except sports. For example, a local college glee club may present a concert. This program would be catalogued as entertainment with educational as a sub-category. A talk on rare books by the town librarian would be classified as an instructional program and the educational box would also be checked. A discussion of the school lunch program by a PTA representative would be classified as public affairs with the educational box also checked. Educational institution programs are usually easy to identify, since the station is anxious to advertise the fact that it is granting time to the community organization that presents the program.

Commercial and Public Service Announcements

In addition to the eight basic program types and three sub-categories, an integral part of the station's broadcast service is commercial and public service announcements.

Commercial Announcements. A commercial announcement is any advertising

message selling or promoting products or services. Although it is not necessary to fill out a separate log sheet for every commercial message you view, it is important that a description is given for those which include the appearance of a Negro.

Public Service Announcement. A public service announcement is any message which promotes programs, activities or services of federal, state or local governments (such as savings bonds or recruiting for the military services) or the programs, activities or services of non-profit organizations (such as the Red Cross, Boy Scouts or churches). Descriptions should be given for any public service announcements which involve Negroes, Negro organizations or civil rights causes.

Source of Programs

At the top of the log sheet you will find a line headed "Program Source," with three possible sources to be checked: local, network (with the network specified), recorded.

1. Local Programs. A local program is one that originates with the local station. Usually such programs employ local talent. Local programs may be tape recorded or filmed for later broadcast, but they are still classified as locally originated. Spot announcements for local advertisers are deemed to be locally originated even though they may have been prepared by some agency outside the community. All non-network news programs are classified as local programs.

2. Network Programs. Network programs are furnished to the station by a network -- national or regional. Network programs are clearly identified as such by the network. There are three major television networks, Columbia Broadcasting System (CBS), National Broadcasting Company (NBC), and American Broadcasting Company (ABC). These three are probably the only networks you will observe.

3. Recorded Programs. A recorded program may be presented on film

or tape. Care must be taken to differentiate between a recorded program brought in from an outside source to the station and a locally produced program which also may be recorded on tape. All feature films, most entertainment series, many children's programs (such as cartoons and adventure stories), and even discussions such as the Allen Burke Show are recorded programs brought in from outside.

In observing watch for local cut-ins in programs that are recorded or are being fed to the station by a network. For example, on the Today Show there is usually a five-minute segment in each half-hour in which a local announcer presents local news. This segment should be logged separately as a local program. In other instances local announcers will interrupt filmed programs to present news reports and similar local material.

In writing up your observations pay close attention to whether or not the station presents local programs which deal with local issues, and presents a cross-section of the people in the community. The mere appearance of a station announcer between segments of a motion picture or the conversation of a disc jockey do not constitute local programming.

Local programming is a service that gives expression to the community - its ideas, events, and talent. Ideally, a station should provide local programs in each of the major program types. This service is the prime function of the local station in the public interest. Most of the programs you observe will probably be fed to the station from a network or will be syndicated programs which the station buys on film or tape for presentation on the air. Independent stations with no network affiliation are likely to have a large number of syndicated programs. Almost all such programs will be of the entertainment type.

But some may be concerned with public affairs. Because these network and syndicated programs bring ideas into a local community from a variety of sources it is important to record on the log sheet what is being said on the programs and who is saying it.

Age Classification

Be sure to check one of three small boxes at the far right-hand side of the program-type section of the log sheet. These boxes are designated A, Y and C. The letters stand for adult, youth, children. Their purpose is for you to indicate whether you are viewing an adult program, one meant for teenagers, or one meant for children.

Filling out the Log Sheet

The Observer's Log Sheet is designed so you can make running notes while the program is in progress. A separate description should be made of each part of a program which deserves attention in evaluating its treatment of Negroes or racial and civil rights issues. After the program is over, please add description and your comments on the program as a whole. Your comments will be valuable to relate the items about which notes are made to the over-all content of the program and to the purposes for which you are doing the observing: exposure on the air of Negroes and of issues vital to Negroes.

The greater part of the log sheet is left blank to describe program content. Column 1, headed "Item Number," is there for convenience in breaking down a program into its parts. All programs break down conveniently into units, at least to the extent that you will want to record when the content part of a program is running; when the program is interrupted for commercials; and when the next content unit begins. Some programs have many units, for example, a news program with its many bulletins. Other programs break down conveniently into units of various sorts. For example, variety shows can be divided according to their acts. As each unit comes up it should be given a number in the item number column.

The hour and minute each program begins and ends should be entered in the blanks marked "Begin" and "End" at the top of the sheet. The second column in the program content section, headed "Time," is for recording the time at which any of the numbered units begins. Unless you are describing consecutive units, in which case the beginning time of the second unit would serve as the ending time of the first unit, you should also mark the ending time of each unit you describe. You need only note these times in minutes and seconds. Thus, if the program begins at 10:00 and item 1 in the program is an opening commercial beginning thirty seconds after the hour, you should log the material with a "1" in column 1, the time, ":30," in column 2, and the description, "Opening commercial for Arrid Spray Deodorant," in the section devoted to description. In a news program the time of beginning of each news bulletin should be logged.

The greater portion of the log sheet is devoted to space where you may write a description of what you are viewing. In most cases it will not be necessary to give a detailed minute-by-minute account of what is being broadcast. For example, if a news program is being observed it would be enough to describe it as follows: Item 1 - 00:00 - Bulletin on Viet Nam War; Item 2 - :30 - Commercial for Chevrolet Cars; Item 3 - 1:30 - Report of speech by Kennedy; Item 4 - 2:15 - German Students Riot, etc. In the case of an entertainment program it is enough to give the title of a feature film. A well-known network series such as GUNSMOKE requires no descriptive narrative, unless the plot has racial implications or there are Negroes in the cast.

In any case where race relations or civil rights is the subject, or where Negroes appear on the screen, a detailed description should be written. Descriptions should also be written of all local programs. Give information about the program format, content, and participants; so judgment can be made as to whether Negroes and Negro interests are properly treated.

The final column is headed "Race Item." In this column place an "R" at the

side of any program unit that deals with race, civil rights, or other issues of special interest to Negroes. Add an "N" in the column if a Negro is on the program. In the column of description of program content report in detail how the race items are handled on the program and, if a Negro appears, what the Negro did. For example, if a feature film is being watched and a Negro appears in a crowd scene, place an "N" in the race item column and state "Negro appeared as member of crowd." If a Negro is starred in the drama, indicate that. The same kind of description should be given for all other programs.

Before sitting down to observe programs consult the listings in your local newspapers or in TV Guide. Often those listings will give you a general idea of what the program will be about. Also, you can record on your log sheet whether or not the program you actually observed is the one the station has advertised at the time specified.

Except for news programs and documentaries, long discussion programs, and similar shows, you will be expected to get all of the description necessary about a program in the space provided on the log sheet. However, if this is impossible, turn the log sheet over and continue your description on the other side.

Equipment You Will Need

It is easiest to do observing if you will sit in a comfortable chair with a table either in front of you or at your immediate side on which to write on the log sheet. Be sure to have several pencils at hand, or if you use a pen have a spare in case you run out of ink. Also, be sure to have a good electric clock or watch on which the minutes are clearly marked and which has a sweep second hand. Time is very important, so be sure you have the correct time.

No other equipment is necessary.

When you have completed a session of observing, please sign your name in the upper right hand corner of the log sheet.

######

November 24, 1969

Mr. Arthur J. Grimes
Forum Coordinator
National Health Council
1740 Broadway
New York, New York 10019

Dear Mr. Grimes:

In response to Mrs. Dolan's letter of November 21st, I should like to recommend Dr. Raymond M. Wheeler, 3724 Warrington Drive, Charlotte, North Carolina 28211. Dr. Wheeler is President-elect of the Council and has done extensive student on health and malnutrition in the Southeast. He is an articulate and unusually dedicated physician.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

Cc: Ray Wheeler

NATIONAL HEALTH COUNCIL

1740 BROADWAY, NEW YORK, N. Y. 10019 *Telephone:* 212-245-8000

Officers President MRS. MARGARET B. DOLAN; President-Elect HOLLIS S. INGRAHAM, M.D.; Vice Presidents RICHARD P. McGRAIL, WALTER J. McNERNEY, ROBERT J. SLATER, M.D.; Secretary HOWARD ENNES, M.P.H.; Treasurer GEORGE W. NORTHRUP, D.D.; Assistant Treasurer HARMON P. BUTLER

Executive Director PETER G. MEEK

November 21, 1969

Dear Mr. Anthony

The 1970 National Health Forum, sponsored by the National Health Council, will be convened February 23-25, at the Sheraton-Park Hotel, Washington, D.C., to consider means for Meeting the Crisis in Health Care Services in Our Communities. Assuring access to acceptable health care services in the community was identified as a top priority problem for action by both providers and consumers at the 1969 Forum.

Because comprehensive, coordinated personal health services are in short supply and not well distributed, in various degrees of severity for all Americans, the National Health Council is devoting its 18th Annual Forum to consideration of actions for assuring its availability. Identification of the reasons for lack of access and development of interest in ways for assuring access to acceptable health services in the community will be central objectives of the Forum.

Under the chairmanship of Dr. Cecil Sheps, Director, Health Services Research Center, University of North Carolina, the Planning Committee is making arrangements for the Forum to: (A) identify the priority problems for consumers (resulting from the inaccessibility of health services) through a review of current studies, and of conclusions developed at the 1969 Forum; and, (B) analyze efforts to increase availability of the total scope health services in coordinated programs of service in communities throughout the United States. As a basis for encouraging more action, discussion groups will include the consideration of the benefits and disadvantages of: (1) Neighborhood Health Centers; (2) Fee-for-Service practice; and, (3) Prepaid Group Practice.

As has been true in the past of this series of distinguished, nationally recognized meetings, consumers and providers of health services along with health services planners, educators, economists and government representatives will participate in the Forum. As in prior years, participation is by invitation only. Participants will be required to meet all expenses in connection with their attendance from their own or local community resources.

We are now compiling the invitation list for the Forum participants and solicit your suggestions of individuals known to your organization and affiliates throughout the country who you feel can add to the Forum discussions and are in positions where they can effectively share the concepts and proposals to which they will be exposed at the Forum and can assist in stimulating action for improved health services at the community level.

We leave the number of names to be submitted to your discretion. However, the number of actual invitations extended will have to be balanced to assure that all areas of the Nation and the many interests concerned with the subject are represented. Let me suggest that if more than ten nominees are submitted, you indicate ten for priority invitations. In submitting names please provide titles (if any) and complete mailing address for each nominee. Your nominations should be addressed to the attention of the Forum Coordinator, Mr. Arthur J. Grimes.

We should have your Forum invitee nominations by December 15 for them to be included in the initial invitation list.

We greatly appreciate your assistance and personal interest in helping make the 1970 National Health Forum a significant contribution to the Nation's health services.

Sincerely yours,

Margaret B. Dolan

(Mrs.) Margaret B. Dolan, R.N., M.P.H.
President
National Health Council

Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

OBSERVER'S LOG SHEET
(Use separate sheet for each program observed)

Observer's Name: _____

City/town: _____ Station: _____ Date: ____/____/____

Program Title: _____

Time begin: _____ Time end: _____

Program Type

- ☐ Entertainment
- ☐ News
- ☐ Sports
- ☐ Public Affairs
- ☐ Instructional
- ☐ Other (Specify): _____
- ☐ Agricultural
- ☐ Religious
- ☐ Editorials
- ☐ Political
- ☐ Educational Inst.

Program Source

- ☐ Local
- ☐ Network (specify): _____
- ☐ Recorded

Race

- ☐ Negro Appearance?
- ☐ Race treated?

Item No.	Time	PROGRAM CONTENT	Race Item

December 21, '53

Dear Mrs. Hinton,

How very kind of you.

I am to go to New York for a lecture or two at N.Y.U. on January 21 and 22, and so could easily come up for Sunday the 24th of January. But that isn't an open date (by your letter). So, if that one won't work, the best I can do is spear about in the later-on dates (I spear for April 11th) and try to plan a N.Y. trip that will get me up that way at that time. I've put April 11 on the calendar, and we'll consider it a firm engagement unless by accident January 24th would work.

Sincerely,

George S. Mitchell

November 14, 1955

Mrs. Emory Hill
3607 Seminary Avenue
Richmond, Virginia

Dear Julia and Ruth,

Silly man jumped on us. Here's much of the answer.

Best,

George S. Mitchell
Executive Director

GSM:eab
Encls.

"The Attack on Free Opinion
Extract from Cook Speech
SRC Answer
GCIC Answer

September 17, 1956

Mr. Morris Hirsch
79 Peachtree Street
Atlanta 3, Georgia

Dear Mr. Hirsch:

I think the nicest sort of kindness is kindness that just drops. And when it drops from a neighbor it is twice as nice.

Appreciatively,

George S. Mitchell
Executive Director

GSM/eab
Encl: SRC Official Receipt $100

Hirsch's

"SERVING ATLANTA SINCE 1863"

79 PEACHTREE STREET ATLANTA 3, GEORGIA

HOME OF

- Two Pants Suits
- Massagic Shoes
- King Size Clothes

Walnut 9741

September 4,1956

Southern Regional Council,
Wesley Memorial Bldg.
Atlanta, Ga.

Gentlemen:

Enclosed find check that I hope in some small way will help you to carry on your work for the year.

Sincerely,

Morris Hirsch

Morris Hirsch

HIRSCH'S

$100.00 CR
rha

RECEIVED SEP 5 1956

August 1, 1957

The Reverend Arthur E. Higgins
Box 277
Wilton, Connecticut

Dear Reverend Higgins:

You may recall that some months ago, during your visit to Atlanta, you requested material on the Council and its activities. This we are sending under separate cover.

My apologies for having taken so long in this. But, very truthfully, my slightly inadequate personal filing system has just turned it up!

Best regards.

Sincerely,

Paul Anthony
Administrative Assistant

PA/mf

July 29, 1959

The Honorable Watts Hill, Jr.
Durham, North Carolina

My dear Mr. Hill:

We are mailing you, under separate cover, seven L-Reports, at the suggestion of Mr. Charles Davis.

Sincerely,

(Miss) Luel E. Cummings
Secretary to the Director
of Information

/c

October 16, 1959

Mr. Jesse Hill
Atlanta Life Insurance Company
148 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Hill:

Somewhat as an outgrowth of the question and answer period of the meeting of the Hungry Club on the 14th, I am interested in making a proposal to our research department that we consider doing something of a manpower, economic usage and potential, study of the Negro community of Atlanta.

Naturally we cannot make an exhaustive study, though we would like to think of any study we did as (1) having value to local leaders concerned with these areas, and (2) having value to the region well beyond Atlanta's immediate needs.

In general terms we already know, of course, the present patterns of employment of Negroes in federal and private areas. And, while we might document these patterns to some degree, my thinking at this moment is that we need more to determine the potential - immediate and long-range - of available manpower. I would even hope that determining this potential would give us some indication of immediate remedial measures.

Knowing of your interest and experience in this area it would be helpful to me in preparing this proposal to have your thinking on the need for such a study, the type of study, and any other points which you think would be helpful.

I am making this same request of Whitney Young.

Sincerely,

Paul Anthony
Administrative Assistant

PA/sm

March 13, 1961

Mr. Howard Higman, Chairman
Conference on World Affairs
University of Colorado
Boulder, Colorado

Dear Mr. Higman:

I am deeply embarrassed to find that I mislaid, and thus failed to answer, your letter of February 9. Please accept my apology.

I have heard a great deal about previous annual Conference on World Affairs and should like nothing more than to attend in April. Unfortunately, I cannot, since I will be in the midst of a change in jobs.

If you are good enough to invite me again, I will hope to be in position to accept.

Cordially,

Harold C. Fleming
Executive Director

HCF/mf

UNIVERSITY OF COLORADO
BOULDER, COLORADO

DEPARTMENT OF SOCIOLOGY

February 9, 1961

Mr. Harold Flemming
Southern Regional Council
Atlanta, Georgia

Dear Mr. Flemming:

The University of Colorado is conducting its Fourteenth Annual Conference on World Affairs on the campus in Boulder during the week April 9-15. I am enclosing a copy of last year's program which will give you some idea of the nature of the affair. You may have seen the article by Miss Marya Mannes in the May 14, 1959 issue of the Reporter Magazine which describes our conference.

Mr. Douglass Cater who is planning on being with us this year suggested that it might be possible for you to accept this invitation to be with us this year at our conference.

Hoping for an affirmative reply, I am

Sincerely yours,

Howard Higman

Howard Higman, Chairman
Conference on World Affairs

HH:bb
encl.

THIRTEENTH ANNUAL UNITED NATIONS WEEK

CONFERENCE

on

WORLD AFFAIRS

MONDAY THROUGH SATURDAY

MARCH 28 - APRIL 2, 1960

Sponsored by the

Council of Social Sciences

UNIVERSITY OF COLORADO

Boulder, Colorado

PROGRAM

MONDAY, MARCH 28, 1960

——— 11:00 a.m. ———

PLENARY SESSION: **WHAT IS LIFE?**
Macky Auditorium
Introduction: Marc Alain Mosko, ASUC Chairman, United Nations Week
Presiding: Quigg Newton, President of the University
Speaker: Aaron Novick, Director, Institute of Molecular Biology, University of Washington

——— 2:10 p.m. ———

SERIES VII: *Africa*
University Theatre: **THE NEW REPUBLICS**
Chairman: Paul Maslin
Speaker: Hilton P. Goss
Discussion: Yaakov Avnon—Julian Friedman—Sanford Griffith
Brahim Hayder — Richard Service

SERIES VIII: *Spaceman*
Chemistry 140: **THE VEHICLE**
Chairman: R. P. West
Discussion: Joseph Fink — James S. Hanrahan
Donald M. Michael — Jiri Nehnevajsa

SERIES X: *Persons*
Memorial Ballroom: **JUVENILE DELINQUENTS**
Discussion: Shepherd Brooks — German E. Ornes
Sam Rosenberg — Adam Yarmolinsky

SERIES XI: *Cities*
Hellems 213: **TRANSPORT**
Chairman: George K. Hundley
Discussion: Buckminster Fuller — W. A. Douglas Jackson
Abba Lerner—Richard Meier—Brinley Thomas

SERIES XII: *Schools*
Geology 121: **THE C.P. SNOW ARGUMENT**
Chairman: Richard Jessor
Discussion: Joseph W. Angell—Llewellyn Gross—A. H. Halsey
Cord Meyer, Jr.—Aaron Novick—Saul Rae

SERIES XVII: *Metaphor*
Old Main Chapel: **SAN FRANCISCO**
Chairman: James Ward
Discussion: Gia-Fu Feng — James Truitt

——— 4:10 p.m. ———

SERIES XIII: *China*
Chemistry 140: **THE CHINESE PEOPLE'S REPUBLIC**
Chairman: Harold L. Amoss
Speakers: Stuart Kirby — Michael Lindsay
Discussion: H. M. Loveday—Richard Service—R. Abdul Sumitro

SERIES XIV: *Strategy*
University Theatre: **INTERNATIONAL COLLECTIVE BARGAINING**
Chairman: Alden Megrew
Speakers: Cord Meyer Jr. — John Wilson
Discussion: Rafiqul-Islam Choudhury — H. F. Holmshaw
Noel Parrish — S. Grover Rich

MONDAY, MARCH 28, 1960

——— 4:10 p.m. (continued) ———

SERIES XVI: *Style*
Memorial Ballroom: **HOUSES**
Discussion: Shepherd Brooks — Buckminster Fuller
Sam Rosenberg — Edward Zern

SERIES XVII: *Metaphor*
Old Main Chapel: **HIP, BEAT, COOL AND THE NEW YORKER**
Chairman: Charles Nilon
Speaker: Herbert Gold
Discussion: R. V. Cassill — Gia-Fu Feng — James Truitt

SERIES XVIII: *Discussion*
Hellems 213: **GANDHI AND THE FIVE AND DIME**
Chairman: George Scherer
Discussion: D. N. Chatterjee — Sudershan Chawla
Cecil Hinshaw — Adam Yarmolinsky

SERIES XVIII: *Lecture*
Hellems Annex 220: **POLITICAL CARTOONS—WHO WILL BURY WHOM?**
Chairman: A. Gayle Waldrop
Speaker: Kari Suomalainen

SERIES XVIII: *Discussion*
Geology 121: **THE NEGRO INTELLECTUAL IN A TIME OF STRESS**
Chairman: Berkley Eddins
Speakers: Rufus Clement — W. J. Trent, Jr.

TUESDAY, MARCH 29, 1960

——— 10:00 a.m. ———

SERIES I: *Reality*
Old Main Chapel: **WHERE IS SOCIAL REALITY?**
Chairman: Michael Wertheimer
Speaker: Llewellyn Gross
Discussion: Gia-Fu Feng — Harold Garfinkel — A. H. Halsey

SERIES II: *Bang*
Chemistry 140: **SAC**
Chairman: Wesley Posvar
Speakers: Sidney Giffen — Cecil Hinshaw
Discussion: Joseph Fink — H. F. Holmshaw — S. Grover Rich
Richard Service — Mulford Q. Sibley

SERIES III: *Middle East*
Memorial Ballroom: **ISRAEL**
Chairman: Lyle Saunders
Speaker: Yaakov Avnon
Discussion: Rafiqul-Islam Choudhury — Abba Lerner

SERIES IV: *Malthus*
Chemistry 132: **NEW FOOD**
Chairman: Wesley J. Yordon
Speaker: Richard Meier
Discussion: W. A. Douglas Jackson — Aaron Novick
Abdul Sattar

SERIES V: *Commonwealth*
University Theatre: **AUSTRALIA**
Chairman: John Greenway
Speaker: H. M. Loveday
Discussion: Reuben Frodin — Michael Lindsay

TUESDAY, MARCH 29, 1960

10:00 a.m. (continued)

SERIES VI: *Madison Avenue*
Hellems 213: **THE CANDIDATE AS THESPIAN**
Chairman: Donald Mason
Discussion: R. V. Cassill — Jiri Nehnevajsa — James Truitt
Adam Yarmolinsky — Edward Zern

11:00 a.m.

PLENARY SESSION: **CHINA**
Memorial Ballroom
Presiding: Eugene Wilson, Vice President of the University
Speakers: Stuart Kirby — Michael Lindsay

2:10 p.m.

SERIES I: *Reality*
Old Main Chapel: **VOODOO**
Chairman: Edward J. Machle
Speaker: Herbert Gold
Discussion: James Truitt

SERIES VII: *Africa*
University Theatre: **THE FRENCH COMMUNITY**
Chairman: Paul W. Winston
Speaker: Julian Friedman
Discussion: Reuben Frodin — Hilton P. Goss — Sanford Griffith
Brahim Hayder — Richard Service — I. S. Wali

SERIES VIII: *Spaceman*
Chemistry 140: **SPACEMEN OR SPACE MACHINES**
Chairman: George Gamow
Discussion: Joseph Fink—James S. Hanrahan—Donald Michael
Jiri Nehnevajsa — Aaron Novick — Noel Parrish

SERIES IX: *Inner Six and Outer Seven*
Chemistry 132: **EUROPE AND THE U. S.**
Chairman: Reuben A. Zubrow
Speakers: Mohamad Nouri Ibrahim — Tad K. Krauze
Abba Lerner — Leonard B. Tennyson
Brinley Thomas

SERIES X: *Persons*
Memorial Ballroom: **WORLD CITIZENS**
Discussion: Shepherd Brooks — Pierce Butler III
H. M. Loveday — Cord Meyer, Jr. — Saul Rae

SERIES XI: *Cities*
Hellems 213: **LANDSCAPE OR LANDRAPE**
Chairman: DeVon M. Carlson
Discussion: W. A. Douglas Jackson — Richard Meier
Sam Rosenberg — Adam Yarmolinsky

SERIES XII: *Schools*
Geology 121: **ELEVEN PLUS**
Chairman: John Carnes
Discussion: Harold Garfinkel— A. H. Halsey—Stuart Kirby
John Wilson

TUESDAY, MARCH 29, 1960

——— 4:10 p.m. ———

SERIES XIII: *China*
Chemistry 140: **CHINA IN ASIA**
Chairman: Earl Swisher
Speakers: Stuart Kirby — Michael Lindsay — Richard Service
Discussion: D. N. Chatterjee — Sudershan Chawla
Rafiqul-Islam Choudhury
H. M. Loveday — R. Abdul Karim Sumitro

SERIES XIV: *Strategy*
University Theatre: **"THE NEXT GOVERNMENT PROBLEM"**
Chairman: Alex Garber
Speaker: Julian Friedman
Discussion: Sidney Giffen — Cord Meyer, Jr. — Saul Rae
S. Grover Rich — Mulford Q. Sibley

SERIES XV: *Places*
Chemistry 132: **FINLAND'S FOREIGN SITUATION AND THE PAASAKIVI LINE**
Chairman: Charles H. Norris
Speaker: Kari Suomalainen
Discussion: Herbert Weil

SERIES XVI: *Style*
Memorial Ballroom: **DIVORCES**
Discussion: Shepherd Brooks — Buckminster Fuller
Herbert Gold — Sam Rosenberg
John Wilson

SERIES XVII: *Metaphor*
Old Main Chapel: **THE DOUBLE MÉTIER**
Chairman: Henry Pettit
Speaker: R. V. Cassill
Discussion: Joseph W. Angell,Jr. — Adam Yarmolinsky
Edward Zern

SERIES XVIII: *Discussion*
Hellems 213: **THE CHESSMAN CASE AND CAPITAL PUNISHMENT**
Chairman: Courtland Peterson
Speaker: James Truitt
Discussion: Pierce Butler III — Norman Thomas

SERIES XIX: *Latin America*
Geology 121: **DOMINICAN REPUBLIC: TRUJILLO**
Chairman: James L. Busey
Speakers: John Culver — German E. Ornes

——— 8:00 p.m. ———

PLENARY SESSION: **THE CONTRIBUTION OF A FREE AND INDEPENDENT AFRICA TO WORLD PEACE AND STABILITY**
Memorial Ballroom
Presiding: Edward C. King, Dean, School of Law
Speaker: Mongi Slim, Ambassador of Tunisia

WEDNESDAY, MARCH 30, 1960

——— 9:00 a.m. ———

PLENARY SESSION: **THE NECESSITY FOR PACIFISM**
Macky Auditorium
Presiding: Clay P. Malick, Chairman of the Council of Social Sciences
Speaker: Mulford Q. Sibley, Political Scientist, Un.versity of Minnesota

——— 10:00 a.m. ———

SERIES I: *Reality*
Old Main Chapel: **THE LITERAL DESCRIPTION OF SOCIAL REALITY**
Chairman: E. Merle Adams
Speaker: Harold Garfinkel
Discussion: Gia-Fu Feng — Llewellyn Gross —A. H. Halsey
Jiri Nehnevajsa

SERIES II: *Bang*
Chemistry 140: **UNILATERAL DISARMAMENT**
Chairman: George W. Zinke
Speakers: Noel Parrish — Mulford Q. Sibley
Discussion: Cecil Hinshaw — Cord Meyer, Jr. — Jerry D. Page
S. Grover Rich — Brian Urquhart

SERIES III: *Middle East*
Memorial Ballroom: **WATER**
Chairman: Harold L. Enarson
Discussion: Yaakov Avnon — James Terry Duce
Marvin P. Evenson — Nasrollah Saifpour Fatemi
Sanford Griffith

SERIES IV: *Malthus*
Chemistry 132: **NEW POISONS**
Chairman: Clifton M. Grubbs
Speaker: Aaron Novick
Discussion: Abba Lerner — Richard Meier

SERIES V: *Commonwealth*
University Theatre: **CANADA**
Chairman: Conrad McBride
Speaker: Saul Rae
Discussion: W. A. Douglas Jackson — Abdul Sattar
John Wilson

SERIES VI: *Madison Avenue*
Hellems 213: **THE COSMETIC SOUL**
Chairman: Walter D. Weir
Discussion: Joseph W. Angell, Jr.—R. V. Cassill—Sam Rosenberg
Brinley Thomas — Edward Zern

——— 11:00 a.m. ———

PLENARY SESSION: **COLD WAR AND THE DRIFT TO THE GARRISON STATE**
Macky Auditorium
Presiding: Eugene Wilson, Vice President of the University
Speaker: Norman Thomas, Journalist

——— 2:10 p.m. ———

SERIES VII: *Africa*
University Theatre: **NIGERIA**
Chairman: Richard P. Pfaff
Speaker: I. S. Wali
Discussion: Julian Friedman—Reuben Frodin—Sanford Griffith
John Wilson

WEDNESDAY, MARCH 30, 1960

——— 2:10 p.m. (continued) ———

SERIES VIII: *Spaceman*
Chemistry 140: **PROBE OR WEAPON?**
Chairman: E. A. M. Gendreau
Discussion: Joseph Fink—James S. Hanrahan—H. F. Holmshaw
Donald N. Michael—Jiri Nehnevajsa—Jerry D. Page

SERIES IX: *Inner Six and Outer Seven*
Chemistry 132: **TAXES AND GROWTH**
Chairman: James E. Dugan
Discussion: Nicholas Kaldor — Leonard B. Tennyson
Brinley Thomas — Herbert Weil

SERIES X: *Persons*
Memorial Ballroom: **WRITERS**
Discussion: Shepherd Brooks — R. V. Cassill — Herbert Gold
Cord Meyer, Jr. — Sam Rosenberg — James Truitt

SERIES XI: *Cities*
Hellems 213: **THE LIMITS OF URBICULTURE**
Chairman: Blaine Mercer
Speaker: Richard Meier
Discussion: Buckminster Fuller — German E. Ornes

SERIES XII: *Schools*
Geology 121: **QUALITY OR EQUALITY**
Chairman: William Sacksteder
Discussion: Sidney Giffen — Cecil Hinshaw — Norman Thomas
Adam Yarmolinsky

SERIES XVIII: *Lecture*
Old Main Chapel: **SWASTIKAS FROM HONGKONG TO BERLIN**
Chairman: Judson Pearson
Speaker: Gerhart Seger

——— 4:10 p.m. ———

SERIES XIII: *China*
Chemistry 140: **THE MONGOLIAN PEOPLE'S REPUBLIC**
Chairman: Richard P. Momsen
Speaker: W. A. Douglas Jackson
Discussion: Stuart Kirby—Michael Lindsay—H. M. Loveday
Richard Service

SERIES XIV: *Strategy*
University Theatre: **HAS THE U.N. BECOME NECESSARY?**
Chairman: Robert B. Jacobs
Speaker: Mulford Q. Sibley
Discussion: Sudershan Chawla — Tad K. Krauze
German E. Ornes — Noel Parrish
Saul Rae — S. Grover Rich — Brian Urquhart

SERIES XV: *Places*
Chemistry 132: **GERMANY**
Chairman: William A. Fletcher
Speakers: Gerhart Seger — Herbert Weil

SERIES XVI: *Style*
Memorial Ballroom: **SCIENCE**
Discussion: Shepherd Brooks — Buckminster Fuller
Harold Garfinkel — Nicholas Kaldor
Aaron Novick

WEDNESDAY, MARCH 30, 1960

4:10 p.m. (continued)

SERIES XVII: *Metaphor*
Old Main Chapel: **THE WRITER AS METAPHYSICIAN**
Chairman: Marc Ratner
Speaker: Herbert Gold
Discussion: R. V. Cassill—Brahim Hayder—Cord Meyer, Jr.
James Truitt

SERIES XVIII: *Discussion*
Hellems 213: **NEUTRALISM**
Chairman: Louis Tenenbaum
Discussion: D. N. Chatterjee — Rafiqul-Islam Choudhury
Ante Drndic' — R. Abdul Karim Sumitro
I. S. Wali

SERIES XIX: *Latin America*
Geology 121: **BRAZIL**
Chairman: Jose' de Onis
Discussion: John Culver—Marvin F. Evenson—German E. Ornes

8:00 p.m.

PLENARY SESSION: **WHAT AMERICANS SHOULD KNOW ABOUT COMMUNISM IN ASIA**
Macky Auditorium
Presiding: Lawrence Coolidge, Dean, School of Business
Speaker: George K. C. Yeh, Ambassador of the Republic of China

THURSDAY, MARCH 31, 1960

9:00 a.m.

PLENARY SESSION: **MANUFACTURED LIFE**
Macky Auditorium
Presiding: Alden Megrew
Speaker: Buckminster Fuller, Engineer

10:00 a.m.

SERIES I: *Reality*
Old Main Chapel: **TOMORROW IS NOW**
Chairman: William A. Scott
Speaker: Jiri Nehnevajsa
Discussion: Gia-Fu Feng—Harold Garfinkel—Hilton P. Goss
A. H. Halsey

SERIES II: *Bang*
Chemistry 140: **LE CLUB ATOMIQUE**
Chairman: Richard Wilson
Speakers: Aaron Novick — John Wilson
Discussion: Sidney Giffen — Brahim Hayder — H. M. Loveday
Richard Meier

SERIES III: *Middle East*
Memorial Ballroom: **OIL**
Chairman: Carl McGuire
Speaker: James Terry Duce
Discussion: Marvin P. Evenson — Nasrollah Saifpour Fatemi
Sanford Griffith — H. F. Holmshaw
Mohamad Nouri Ibrahim — R. Abdul Karim Sumitro

THURSDAY, MARCH 31, 1960

10:00 a.m. (continued)

SERIES IV: *Malthus*
Chemistry 132: **BIRTH RATES**
Chairman: Henrietta Loughran
Discussion: Cecil Hinshaw — W. A. Douglas Jackson
Harry G. Johnson — Stuart Kirby — Brinley Thomas

SERIES V: *Commonwealth*
University Theatre: **INDIA**
Chairman: Alec John Kelso
Speaker: D. N. Chatterjee
Discussion: Sudershan Chawla — Reuben Frodin
Nicholas Kaldor

SERIES VI: *Madison Avenue*
Hellems 213: **THE COMPLEAT CONSUMER**
Chairman: George M. Clark
Discussion: Ante Drndic' — Abba Lerner — Norman Thomas
Brian Urquhart—Adam Yarmolinsky—Edward Zern

11:00 a.m.

PLENARY SESSION: **DISARMAMENT**
Macky Auditorium
Presiding: Houstoun Waring, Editor, **Littleton Independent**
Speakers: Ante Drndic' — H. M. Loveday — John Wilson

2:10 p.m.

SERIES VII: *Africa*
University Theatre: **ECONOMIC DEVELOPMENT**
Chairman: M. John Loeffler
Speaker: Sanford Griffith
Discussion: Yaakov Avnon — Julian Friedman — Hilton P. Goss
Brinley Thomas — I. S. Wali

SERIES VIII: *Spaceman*
Chemistry 140: **POLITICAL AND ECONOMIC IMPACT**
Chairman: Hall Sprague
Discussion: G. Deane Davis—Joseph Fink—James S. Hanrahan
Donald N. Michael — Jiri Nehnevajsa
Brian Urquhart

SERIES IX: *Inner Six and Outer Seven*
Chemistry 132: **COMMON MARKETS AND COMMON DEVELOPMENT**
Chairman: Wyn F. Owen
Discussion: Harry G. Johnson—Nicholas Kaldor—H. M. Loveday
Leonard B. Tennyson — Herbert Weil

SERIES X: *Persons*
Memorial Ballroom: **GENERALS**
Discussion: Shepherd Brooks—Pierce Butler III—Sidney Giffen
Jerry D. Page — Noel Parrish — Saul Rae
Edward Zern

SERIES XI: *Cities*
Hellems 213: **GOMORRAH AND TOMORRAH**
Chairman: C. A. Briggs
Discussion: Buckminster Fuller—Herbert Gold—Sam Rosenberg

THURSDAY, MARCH 31, 1960

2:10 p.m. (continued)

SERIES XII: *Schools*
Geology 121: **NATURE OR NURTURE**
Chairman: Norman D. Kurland
Discussion: Reuben Frodin — A. H. Halsey — Cord Meyer, Jr.
Aaron Novick—James Truitt—Adam Yarmolinsky

4:10 p.m.

SERIES XIII: *China*
Chemistry 140: **INDIA AND CHINA**
Chairman: J. D. A. Ogilvy
Speakers: D. N. Chatterjee—Sudershan Chawla—Stuart Kirby
Discussion: H. M. Loveday — R. Abdul Karim Sumitro
George K. C. Yeh

SERIES XIV: *Strategy*
University Theatre: **IN BERLIN**
Chairman: Franklin S. Pollak
Speaker: S. Grover Rich
Discussion: Rafiqul-Islam Choudhury — Sidney Giffen
H. F. Holmshaw — Cord Meyer, Jr.
Jerry D. Page — Saul Rae — Herbert Weil
John Wilson

SERIES XV: *Places*
Chemistry 132: **SOCIAL ORDER IN YUGOSLAVIA**
Chairman: Paul V. Thompson
Speaker: Ante Drndic'
Discussion: Tad K. Krauze

SERIES XVI: *Style*
Memorial Ballroom: **DRINKING**
Discussion: Shepherd Brooks — Llewellyn Gross
Harry G. Johnson — Sam Rosenberg
Brinley Thomas

SERIES XVII: *Metaphor*
Old Main Chapel: **THOMAS MANN AND CONTEMPORARY HUMANISM**
Chairman: Gerhard Loose
Speaker: R. V. Cassill
Discussion: Joseph W. Angell, Jr.—Herbert Gold—Edward Zern

SERIES XVIII: *Discussion*
Hellems 213: **THE CONNALLY AMENDMENT OR WORLD LAW**
Chairman: W. Warren Longley
Discussion: Pierce Butler III — Reuben Frodin
Brian Urquhart — Adam Yarmolinsky

SERIES XIX: *Latin America*
Geology 121: **THE EISENHOWER TOUR**
Chairman: Lynn Wolfe
Speaker: Julian Friedman
Discussion: John Culver — German E. Ornes

8:00 p.m.

PLENARY SESSION: **ARAB ASPIRATIONS**
Presiding: W. F. Dyde, Vice President, Emeritus
Speaker: Nadim Dimechkie', Ambassador of Lebanon

FRIDAY, APRIL 1, 1960

9:00 a.m.

PLENARY SESSION: **THE UGLY AMERICAN AMBASSADORS**
Memorial Ballroom:
Presiding: Ralph E. Ellsworth, Director, Libraries
Speaker: German E. Ornes, Editor, **El Mundo,** San Juan, Puerto Rico

10:00 a.m.

SERIES I: *Reality*
Old Main Chapel: **ALIENATION AND ANOMIE**
Chairman: Bertram Morris
Speaker: A. H. Halsey
Discussion: Gia-Fu Feng—Harold Garfinkel—Llwellyn Gross

SERIES II: *Bang*
Chemistry 140: **WAR BY ACCIDENT**
Chairman: Frank Kreith
Discussion: Joseph Fink—Sidney Giffen—James S. Hanrahan
Cecil Hinshaw—Donald N. Michael—Aaron Novick
Jerry D. Page — Noel Parrish — Brian Urquhart

SERIES III: *Middle East*
Memorial Ballroom: **ALGERIA**
Chairman: Frank Havice
Speaker: Julian Friedman
Discussion: James Terry Duce — Marvin P. Evenson
Sanford Griffith — Brahim Hayder — Saul Rae
R. Abdul Karim Sumitro

SERIES IV: *Malthus*
Chemistry 132: **BIRTH CONTROL**
Chairman: Calvin Grieder
Discussion: D. N. Chatterjee—Richard Meier—Cord Meyer, Jr.
German E. Ornes—Sam Rosenberg—Brinley Thomas

SERIES V: *Commonwealth*
University Theatre: **PAKISTAN**
Chairman: Frances W. Binkley
Speaker: Abdul Sattar
Discussion: Rafiqul-Islam Choudhury — Harry G. Johnson

SERIES VI: *Madison Avenue*
Hellems 213: **THE STATISTICS SEEKERS**
Chairman: John M. Hess
Discussion: Joseph Angell, Jr.—Herbert Gold—Jiri Nehnevajsa
John Wilson — Edward Zern

SERIES XII: *Schools*
Memorial Forum: **AMERICAN SCHOOLS IN WORLD PERSPECTIVE**
Chairman: Edwin Carr
Speaker: George Bereday

11:00 a.m.

PLENARY SESSION: **WORLD AFFAIRS HAVE CHANGED RECENTLY**
Macky Auditorium
Presiding: Quigg Newton, President of the University
Speaker: Brian Urquhart, Principal Officer, Under Secretary for Special Political Affairs, Office of the Secretary General, United Nations

FRIDAY, APRIL 1, 1960

2:10 p.m.

SERIES VII: *Africa*
University Theatre: **LEADERSHIP**
Chairman: Albert W. Smith
Speaker: Reuben Frodin
Discussion: Julian Friedman—Hilton P. Goss—Brian Urquhart
I. S. Wali — John Wilson

SERIES VIII: *Spaceman*
Chemistry 140: **A NEW ELITE?**
Chairman: Glenn Terrell
Discussion: G. Deane Davis—Joseph Fink—James S. Hanrahan
H. F. Holmshaw—Donald N. Michael
Jiri Nehnevajsa

SERIES IX: *Inner Six and Outer Seven*
Chemistry 132: **EMPLOYMENT AND GROWTH**
Chairman: Grant N. Farr
Discussion: Harry G. Johnson—Nicholas Kaldor—Abba Lerner
Jerry D. Page — Leonard B. Tennyson

SERIES X: *Persons*
Memorial Ballroom: **PROFESSORS**
Discussion: Shepherd Brooks—A. H. Halsey—Aaron Novick
Sam Rosenberg—Brinley Thomas

SERIES XI: *Cities*
Hellems 213: **SHOULD COWS VOTE?**
Chairman: Morris Garnsey
Discussion: Pierce Butler III—Norman Thomas—James Truitt

SERIES XII: *Schools*
Geology 121: **U.S.S.R. SCHOOLS**
Chairman: Stanislaw J. Staron
Speaker: George Bereday
Discussion: Joseph W. Angell, Jr. — W. A. Douglas Jackson

4:10 p.m.

SERIES XIII: *China*
Chemistry 140: **U.S. RECOGNITION**
Chairman: Howard E. Gruber
Discussion: Ante Drndic' — Harry G. Johnson — Stuart Kirby
H. M. Loveday — Saul Rae

SERIES XIV: *Strategy*
University Theatre: **THE GIVE IN THE GIVE AND TAKE**
Chairman: Carl Ubbelohde
Discussion: Yaakov Avnon—Sudershan Chawla—Cecil Hinshaw
Noel Parrish — S. Grover Rich — Brian Urquhart
Herbert Weil

SERIES XV: *Places*
Chemistry 132: **POLAND**
Chairman: Walter G. Simon
Speaker: Tad K. Krauze
Discussion: Cord Meyer, Jr. — Leonard B. Tennyson
Brinley Thomas

SERIES XVI: *Style*
Memorial Ballroom: **DYING**
Discussion: Shepherd Brooks — George Bereday — Gia-Fu Feng
Jiri Nehnevajsa — Aaron Novick — Sam Rosenberg

FRIDAY, APRIL 1, 1960

——— 4:10 p.m. (continued) ———

SERIES XVII: *Metaphor*

Old Main Chapel: **EATING SEBASTIAN WAS WRONG OR WHAT REALLY HAPPENED LAST SUMMER**

Chairman: Forrest Williams

Speakers: R. V. Cassill — Herbert Gold

Discussion: Joseph Angell, Jr.—Cord Meyer, Jr.—James Truitt
Edward Zern

SERIES XV: *Places*

Hellems 213: **GUIDED DEMOCRACY IN INDONESIA**

Chairman: Richard M. Chadbourne

Speaker: R. Abdul Karim Sumitro

Discussion: Rafiqul-Islam Choudhury
Nasrollah Saifpour Fatemi

SERIES XIX: *Latin America*

Geology 121: **CUBA**

Chairman: Federico S. Escribano

Speakers: John Culver — Richard Meier — German E. Ornes

——— 8:00 p.m. ———

PLENARY SESSION: **THE ROLE OF NEUTRAL NATIONS IN THE U.N.**
Macky Auditorium

Presiding: John R. Little, Dean, College of Arts and Sciences

Speaker: Adnan Pachachi, Permanent Representative of Iraq to the United Nations

THURSDAY, APRIL 21, 1960

——— 8:00 p.m. ———

PLENARY SESSION: **HOW USEFUL IS NATO?**

Speaker: James P. Warburg

FRIDAY, APRIL 22, 1960

——— 11:00 a.m. ———

PLENARY SESSION: **PROPOSAL FOR A REVISED CHINA POLICY**
Macky Auditorium

Speaker: James P. Warburg

——— 4:10 p.m. ———

PLENARY SESSION: **HOW TO APPROACH DISARMAMENT**

Speaker: James P. Warburg

VISITING PARTICIPANTS

Joseph W. Angell, Jr., Humanist, USAF, Washington

Yaakov Avnon, Consul General of Israel, Los Angeles

George Bereday, Educator, Teachers College, Columbia University

Shepherd Brooks, Consultant, American Foundation for Continuing Education, (Chicago), Cambridge

Pierce Butler III, Attorney, St. Paul

R. V. Cassill, Writer, State University of Iowa

D. N. Chatterjee, Minister, Embassy of India, Washington

Sudershan Chawla, Political Scientist, Muskingum College, Ohio

Rafiqul-Islam Choudhury, Political Scientist, University of Dacca, Pakistan

Rufus Clement, President, Atlanta University

John Culver, Historian, Case Institute of Technology, Cleveland

G. Deane Davis, Project Engineer, Centaur, Convair Astronautics, San Diego

Nadim Dimechkie', Ambassador of Lebanon, Washington

Ante Drndic', Minister, Embassy of the People's Republic of Yugoslavia, Washington

James Terry Duce, Vice President, retired, Arabian American Oil Company, Washington

Marvin P. Evenson, Rear Admiral, USN (ret.), Western Director, American Friends of the Middle East, Inc., San Francisco

Nasrollah Saifpour Fatemi, Political Scientist, Fairleigh Dickinson University, New Jersey

Gia-Fu Feng, Calligrapher, East-West House, San Francisco

Joseph Fink, Psychologist, Systems Development Corporation, Santa Monica

Julian Friedman, Political Scientist, Maxwell Graduate School of Citizenship, Syracuse

Reuben Frodin, Political Scientist, University of California, Los Angeles

Richard Buckminster Fuller, Engineer, Forest Hills, New York

Harold Garfinkel, Sociologist, University of California, Los Angeles

Sidney Giffen, Brigadier General, USAF, Director, Office of Armed Services Information, Washington

Herbert Gold, Writer, New York

Hilton P. Goss, Social Scientist, Social Science Operation, Defense Electronics Division, General Electric Company, Santa Barbara

Sanford Griffith, Director, African Study Center, New School for Social Research, New York

Llewellyn Gross, Sociologist, University of Buffalo

A. H. Halsey, Sociologist, Birmingham University, England

James S. Hanrahan, Historian of Science, Air Force Missile Development Center, Holloman AFB, New Mexico

Brahim Hayder, Secretary of Embassy of Tunisia, Washington

Cecil Hinshaw, Director of Peace Education, American Friends Service Committee, Des Moines

H. F. Holmshaw, Captain, USN, Office of the Chief of Naval Operations, Washington

Mohamad Nouri Ibrahim, Secretary, Royal Embassy of Saudi Arabia, Washington

W. A. Douglas Jackson, Geographer, University of Washington, Seattle

Harry G. Johnson, Economist, University of Chicago

Nicholas Kaldor, Economist, Cambridge University, England

Stuart Kirby, Economist and Political Scientist, University of Hongkong

Tad K. Krauze, Economist, Warsaw, Poland

Abba Lerner, Economist, Michigan State University

Michael Lindsay, Lord Lindsay of Birker, Economist and Political Scientist, England.

H. M. Loveday, M.B.E., Counsellor, Embassy of Australia, Washington
Richard Meier, Sociologist, University of Michigan
Cord Meyer, Jr., Central Intelligence Agency, Washington
Donald N. Michael, Economist, Brookings Institution, Washington
Jiri Nehnevajsa, Sociologist, Columbia University
Aaron Novick, Director, Institute of Molecular Biology, University of Oregon
German E. Ornes, Editor, **El Mundo**, San Juan, Puerto Rico
Adnan Pachachi, Permanent Representative of Iraq to the United Nations
Jerry D. Page, Brigadier General, USAF, Commander, Randolph AFB, Texas
Noel Parrish, Brigadier General, USAF, Assistant to the Deputy Chief of Staff, Headquarters, Washington
Saul Rae, Minister, Canadian Embassy, Washington
S. Grover Rich, Director, Institute of International Studies, University of Utah
Sam Rosenberg, Photographer, Los Angeles
Abdul Sattar, Acting Consul General of Pakistan, San Francisco
Gerhart Seger, Writer and Lecturer, New York
Richard Service, Director, Office of Soviet Union Affairs, U.S. Department of State, Washington
Mulford Q. Sibley, Political Scientist, University of Minnesota
Mongi Slim, Ambassador of Tunisia, Washington
R. Abdul Karim Sumitro, Third Secretary, Embassy of Indonesia, Washington
Kari Suomalainen, Political Cartoonist, Helsinki, Finland
Frank Tao, Press Attache', Embassy of the Republic of China, Washington
Leonard B. Tennyson, Information Officer, European Economic Community, Washington
Brinley Thomas, Economist, University of Wales, Cardiff, Wales
Norman Thomas, Journalist, New York
W. J. Trent, Jr., Director, Negro College Fund, New York
James Truitt, Journalist, Time, Incorporated, San Francisco
Brian Urquhart, Principal Officer, Under Secretary for Special Political Affairs, Office of the Secretary General of the United Nations
I. S. Wali, Assistant Secretary, (External Affairs), Nigeria Office, Washington
James P. Warburg, Writer and Lecturer, New York
Herbert Weil, Second Secretary, Embassy of the German Federal Republic, Washington
R. J. McMoran Wilson, First Secretary, British Embassy, Washington
Adam Yarmolinsky, Foundation Consultant, Washington
George K. C. Yeh, Ambassador of the Republic of China, Washington
Edward Zern, Vice President, Geyer, Morey, Madden and Ballard, Inc., New York

CHAIRMEN

E. Merle Adams, Sociology
Harold Amoss, Anthropology
Frances W. Binkley, Library
C. A. Briggs, Architectural Engineering
James L. Busey, Political Science
DeVon M. Carlson, Architectural Engineering
John Carnes, Philosophy
Edwin Carr, Education
Richard M. Chadbourne, Modern Languages
George M. Clark, Banker
Lawrence Coolidge, Dean of the School of Business
Jose' de Onis, Modern Languages
James E. Dugan, Economics
W. F. Dyde, Vice President, Emeritus
Berkley Eddins, Philosophy
Ralph Ellsworth, Director of Libraries
Harold L. Enarson, Director, Western Interstate Commission for Higher Education
Federico S. Escribano, Modern Languages
Grant N. Farr, Economics
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George Gamow, Physics
Alex Garber, Sociology
Morris Garnsey, Economics
E. A. M. Gendreau, Commander, USN
John Greenway, Anthropology
Calvin Grieder, Education
Clifton M. Grubbs, Economics
Howard Gruber, Psychology
Frank Havice, Engineer, Boulder
John M. Hess, Business
George K. Hundley, Foreign Student Advisor
Robert B. Jacobs, Engineer, National Bureau of Standards
Richard Jessor, Psychology
Alec John Kelso, Anthropology
Edward C. King, Dean, School of Law
Frank Kreith, Engineering
Norman D. Kurland, Inter-University Committee for the Superior Student
John R. Little, Acting Dean, College of Arts and Sciences
M. John Loeffler, Geography
W. Warren Longley, Geology
Gerhard Loose, Modern Languages
Henrietta Loughran, Dean, College of Nursing
Edward J. Machle, Philosophy
Clay P. Malick, Political Science
T. Paul Maslin, Biology
Donald Mason, Psychology
Conrad McBride, Political Science
Carl McGuire, Economics
Alden Megrew, Fine Arts
Blaine Mercer, Sociology
Richard P. Momsen, Geography
Bertram Morris, Philosophy
Quigg Newton, President of the University
Charles Nilon, English
Charles H. Norris, Biology
J. D. A. Ogilvy, English
Wyn F. Owen, Economics
Judson B. Pearson, Sociology
Courtland H. Peterson, Law
Henry Pettit, English
Richard H. Pfaff, Political Science
Franklin S. Pollak, Bureau of State and Community Service
Wesley Posvar, Lieutenant Colonel, USAF, Air Force Academy
Marc Ratner, English
William Sacksteder, Philosophy
Lyle Saunders, Director, Institute of Behavioral Science
George Scherer, Modern Languages
William A. Scott, Psychology
Walter G. Simon, History
Albert W. Smith, Geography
Hall Sprague, Western Interstate Commission for Higher Education
Stanislaw J. Staron, Political Science
Earl Swisher, History
Louis Tenenbaum, Modern Languages
Glenn Terrell, Psychology
Paul V. Thompson, English
Carl Ubbelohde, History
A. Gayle Waldrop, Journalism
James M. Ward, Director, Radio-TV
Houstoun Waring, Editor, **Littleton Independent,** Littleton, Colorado
Walter D. Weir, Honors
Michael Wertheimer, Psychology
R. P. West, Colonel, USA
Forrest Williams, Philosophy
Eugene Wilson, Vice President
Richard Wilson, Political Science
Paul W. Winston, Biology
Lynn Wolfe, Fine Arts
Wesley J. Yordon, Economics
George W. Zinke, Economics
Reuben A. Zubrow, Economics

COMMITTEE FOR THE CONFERENCE

Jeremiah M. Allen
Ragaei El Mallakh
Leslie Fishman
David Hawkins
Gordon Winant Hewes
Howard Higman, Chairman
Robert James Low
Edward Rose

Mrs. Betty Brandenburg, Secretary to the Conference
Mrs. Betty Westfeldt, Administrative Assistant

MS filed with JM

April 12, 1962

Mr. William L. Higgs
458 Glen Road
Weston, Massachusetts

Dear Bill:

Thank you for the draft of your Mississippi Political Handbook which I have looked over with interest and admiration. I have only one criticism or comment. On page 21 you begin talking about the Federal Government. It seems to me the transition was a little abrupt and furthermore I was not too clear as to why this section was needed. I think what you have done, beginning at page 21, is to stop writing a Mississippi handbook and begin writing a piece about the condition of Negroes and civil rights in Mississippi. I think you could help the manuscript if you made the transition more clear, and more explicitly connected the two parts.

I hear from Wiley Branton that you may be in Atlanta. I hope so.

Give my regards to Kermit Morrissey.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

458 Glen Road
Weston, Massachusetts
April 2, 1962

Mr. Leslie Dunbar, Executive Director
Southern Regional Council
Rm 432 63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Leslie,

Enclosed is the final draft of the Mississippi Political Handbook that I have written while a Lasker Fellow here at Brandeis, (Thanks to you!) The University is going to print the manual in apparently a fairly large number of copies. I would appreciate very much your advice, suggestions, comments, and corrections. It would be good to hear from you as soon as possible.

I trust you are well and doing fine.

Yours,

WLH:bb

April 27, 1962

Mr. William Higgs — file
458 Glen Road
Weston, Massachusetts

Dear Bill:

I must have seemed inhospitable in the extreme when you were here. All around it was a bad day: bad meeting, bad back. Come again.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

cc to other 2 people

October 19, 1962

Mrs. Morris Hirsch
Hirsch's Donation Committee
Hirsch's
70 Peachtree Street, N.E.
Atlanta 3, Georgia

Dear Mrs. Hirsch:

On behalf of the Council I wish to thank you for the generous gift we have received from the Hirsch Donation Committee; our official receipt is enclosed.

Having had for some years the support of Hirsch's has had a very special value for us. Even though we are a regional organization, we do feel that we are a part of Atlanta and to be joined in our work by an Atlanta institution such as yours means a great deal to us.

I wish that you and the other members of the Donation Committee would sometime visit us when you are down town. We would be delighted to see you.

A short while ago we received a contribution from your Lenox store which was acknowledged by our Secretary-Treasurer. I would like to extend my personal appreciation for this as well as your present gift.

With best wishes,

Sincerely yours,

Leslie W. Dunbar

LWD:A
Enclosure

LWD- fyi
Shouldn't you write them?

HIRSCH'S
Established 1863

79 PEACHTREE ST., N. E., ATLANTA 3, GEORGIA
MAIN STORE • JACKSON 2-9741
LENOX SQUARE • CEDAR 7-5561
BELVEDERE • BUTLER 4-3211

October 16, 1962

Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Ga.

Gentlemen:

RHA 10/17/62

Enclosed find check for $100 as a contribution from Hirsch's Belvedere Store.

We at Hirsch's are happy to be a part of the good work you are doing.

(also: $50.00 from Lenox store)

Sincerely yours,

Hirsch's Donation Committee

Julia M. Hirsch
Mrs. Morris Hirsch

Mrs Leonard Haas
Mrs. Leonard Haas

Morris Hirsch
Morris Hirsch

file "Hi" gen. corresp.

VIA AIR MAIL

June 25, 1965

Mr. William Higgs
Director
Washington Human Rights Project
819 Independence Avenue, S. E.
Washington, D. C.

Dear Bill:

Further thought after our telephone conversation convinces me that we should not forward a large supply of the SRC resolution on federal judges for your distribution. We have never given this public release, though we have distributed it on selected and limited bases. This being so, it seems to us that it would be inappropriate for us to make a large and non-selective distribution of it through another agency. I am enclosing, however, for your own information a copy of the resolution.

I hope by this time you have received the shipment of the Special Report on discrimination in the federal courts.

Best wishes,

Leslie W. Dunbar
Executive Director

LWD:nm
Enclosure

file "He" - gm

June 22, 1966

Mr. Gordon Henderson
Office of the Governor
Phoenix, Arizona

Dear Gordon:

Thank you very much for your thoughtfulness in sending me the editorial from the Arizona Republic, even if that quote may come to haunt me some day.

I hope you and Mary Ann and the children are all well and happy and enjoying your year.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/km

file "gen."

6/7/66

(1)

Dear Paul,

Thought you would like to see that you were quoted with approval in an editorial that appeared this morning in the Arizona Republic. This is a paper published by Eugene Pulliam (who also publishes one in Indianapolis). Of Mr. Pulliam Time magazine recently said that he used to ask his managing editor what Barry Goldwater had done that day and if the managing editor replied "Nothing." Mr. Pulliam then said "Great. Give it a double column spread on the front page and continue over to page 21."

Sincerely, your 'friend',

Ernie

Keep Them Separate

Participants in the recent White House conference on Negro rights displayed wisdom and restraint by refusing to inject foreign policy issues into conference deliberations.

In each workshop session in which resolutions were introduced calling for immediate withdrawal of U.S. troops from Vietnam, the delegates overwhelmingly voted them down. In one instance, only nine votes were recorded for (compared with 200 against) the demand for withdrawal.

Nothing could be more tragic than to have the drive for civil rights become identified in the public mind with opposition to American participation in the Vietnamese war. For one thing, the overwhelming majority of Americans support U.S. action in Vietnam. This means that the civil rights drive, which is dependent upon moral acceptance for its success, would be placing itself directly at odds with majority American sentiment.

Another reason was recently expressed by Paul Anthony, director of the Southern Regional Council, who said: "Everyone is seriously concerned about our foreign policy and it leads to honest differences of opinion. But it is the greatest of mistakes to mix domestic civil rights and foreign policy."

This does not mean that there will be no significant attempt to mix the two policies. Indeed, the CORE militant who introduced the Vietnik resolutions at the recent White House conference sounded what seems to be an increasing theme—that the Vietnam war is draining away dollars that should be diverted to aiding Negroes and other poor Americans.

And two months ago, the Southern Christian Leadership Conference, headed by Martin Luther King, called upon the Johnson administration to consider withdrawing from Vietnam altogether.

But this remains a minority viewpoint even among civil rights leaders. Roy Wilkins, executive director of the NAACP, has warned against tying civil rights in with the foreign policy. And other Negro leaders are equally wary about any involvement with non-civil rights concerns that could damage their cause. Said the New York Times in April: "The Student Nonviolent Co-ordinating Committee (SNCC) has suffered financially since taking a militant stand against U.S. involvement in Vietnam."

It is certainly true that Negro poverty in the U.S. is more apparent to many people than the subtle attempts to strengthen the non-Communist world through our involvement in Vietnam. But it is also true that unless the U.S. prevails in its effort to halt Communist aggression, civil rights will have no meaning for anyone.

Arizona Republic (Phoenix), Tuesday, June 7, 1966

File
Hirt gen.

December 21, 1966

Mrs. Eloise Sterling Hirt
1721 Spruce Street
Berkeley, California

Dear Mrs. Hirt:

Please forgive this long delay of more than a month in responding to your letter and article.

First, let me thank you for sharing your correspondence with Norman Counsins with us. I believe that might do a great deal toward giving an essential education to Mr. Cousins.

We have given considerable thought to publishing "The Trap of Custon," but have decided not to for several reasons: namely, it is not quite our kind of material and might lead to the accusation that we were publishing dated material and implying it was a temporary occurance. Certainly, however, the material is of publication quality.

Thank you again for thinking of us.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

1721 Spruce Street
Berkeley, California
November 14, 1966

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Mr. Anthony:

The enclosed correspondence with Norman Cousins encourages me to write to you. I see from a S.F. Chronicle report that you have been a participant in a recent meeting of Editors concerned with "the public opinion crisis in the Nation".

If you have time to read it, you may find the experience of the Filipino boy told in this manuscript of some value. I've hoped it might startle people into seeing the irrationality of much behavior.

As Mr. Cousins suggested, I did circulate the piece : The Reporter, Ramparts, Atlantic, Harpers. If you feel it is publishable can you use it in New South?

Yours truly,

Eloise Sterling Hirt

Eloise Sterling Hirt

MS & Cousins ltr returned

Free New South

PW
VJ
PA
MJ - file

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Telephone JAckson 2-3306

Make rolodex card
Done 5/27
JP

April 12, 1965

Mr. Leslie W. Dunbar
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Les:

The typo looks malicious, but our new Linotype operator swears it was an honest mistake. He claims he is unfamiliar with the word "subjective". I think he is telling the truth.

This sort of a mistake is a total embarrassment to our company. I ask that you forgive us. We will make every effort to avoid a repetition of this grievous error.

Cordially,

John

John Stuart McKenzie
Vice President

JSMcK/lc

Make faces.

April 5, 1965

Mr. John McKenzie
Higgins-McArthur
302 Hayden Street
Atlanta, Georgia

Dear John:

This was a little hard to take.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj
Enclosure - 1.

WASHINGTON HUMAN RIGHTS PROJECT
619 G STREET S.E.
WASHINGTON 3, D. C.
LI 4-8138
WILLIAM L. HIGGS, DIRECTOR

WB
PA
VJ
SB
MJ-file

Return to FCC order opens opportunities for VEP + Human Relations + S.P.S. groups that should be followed up vigorously

July 27, 1963

Mr. Leslie Dunbar
Southern Regional Council
5 Forsyth St., NW
Atlanta 3, Ga.

Dear Les:

I commend to your attention the enclosed copy of the powerful new statement from the FCC concerning Civil Rights issues. Enclosed also is a brief memo that we have prepared.

I trust that these will be helpful to you.

Yours sincerely,

Bill

William L. Higgs

"Hi"
Gen. Corresp

WLH:jb
encl.

WASHINGTON HUMAN RIGHTS PROJECT
619 G STREET S.E.
WASHINGTON 3, D. C.
LI 4-8138

WILLIAM L. HIGGS, DIRECTOR

July 27, 1963

APPLICATION OF THE FCC FAIRNESS DOCTRINE TO BROADCAST OF CONTROVERSIAL ISSUES: THE JULY 26 PUBLIC NOTICE

The Federal Communications Commission just yesterday took clear and positive action on the responsibilities of radio and television stations with respect to the treatment of controversial issues. The Commission's Public Notice of July 26 is a strong declaration of its intentions to re-affirm the 1949 fairness doctrine and to apply that doctrine specifically to both "Americanism-" and segregation-slanted broadcasting. The Notice sets forth Commission policy on three issues which merit immediate attention: 1) personal attacks upon individuals and organizations, 2) partisan positions on political campaigns, and 3) one-sided presentation of views on controversial issues, especially segregation. The Public Notice, which is reproduced in full below, states with reference to the third issue, that a station must offer responsible groups in the community -- including Negro leaders -- an opportunity to present their opposing viewpoints on issues such as integration. The Commission will consider the substance and not the form of programs, and it makes specific reference to programs labelled Anti-communist, States' Rights, and Americanist, and to views expressed in any kind of broadcast, be it a "paid announcement, official speech, editorial, or religious broadcast." This is a clear reference to programs such as "Lifeline," Billy James Hargis, and White Citizens' Council broadcasts.

This welcome statement of Commission policy indicates that now is the time for Civil Rights groups to take immediate action as suggested in this Project's June memo on the fairness doctrine. The July 26 Notice was issued in conjunction with a Commission consideration of complaints brought against the practices of some Mississippi stations at the time of James Meredith's entrance to Ole Miss. The Commission acted upon affidavits swearing that certain statements were broadcast, and this means that tape recordings of programs, as suggested in the earlier Project memo, will be helpful but not necessary.

When speaking to a station manager, a Civil Rights group should mention the July 26 policy statement and should have definite programming ideas in mind. Program requests should be strong and, for example, might include a half hour of prime evening time on radio and television to present a speech by a Civil Rights leader or instruction on voter registration. A group can ask that the station make public service announcements of mass meetings and voter registration rallies, and that the station broadcast live those meetings and rallies. In addition, an organization

can complain to the station manager about slanted presentation of news with regard to arrests and police brutality. As stated in the earlier memo, it is still essential that complaints about any broadcasts should be supported by some evidence, at least sworn affidavits concerning the statements broadcast.

Action within the next month, while the Commission is considering what further steps to take, is absolutely essential. Many Southern stations come up for license renewal next Spring; a reminder to the station of this fact will help assure station action to correct what are now unquestionably unfair patterns of broadcasting.

Complaints should be addressed to the FCC, Washington, D. C., with a copy separately mailed to the Chairman. The Commission's telephone number is 404-EX3-3620. Immediate action is imperative, for the Commission is now ready and willing to implement its policy.

WASHINGTON 3, D. C.

LI 4-8138

WILLIAM L. HIGGS, DIRECTOR

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FEDERAL COMMUNICATIONS COMMISSION

FCC 63-734
38372

Washington, D.C. 20554 PUBLIC NOTICE - B

July 26, 1963

"BROADCAST LICENSEES ADVISED CONCERNING STATIONS' RESPONSIBILITIES UNDER THE FAIRNESS DOCTRINE AS TO CONTROVERSIAL ISSUE PROGRAMMING"

"Several recent incidents suggest the desirability of calling the attention of broadcast licensees to the necessity for observance of the fairness doctrine stated by the Commission in its opinion of June 1, 1949 in Docket No. 8516. The Commission adheres to the views expressed in that opinion and continues to apply that policy, namely, that the licensee has an affirmative obligation to afford reasonable opportunity for the presentation of contrasting viewpoints on any controversial issue which he chooses to cover.

"The Commission has undertaken a study to consider what actions, perhaps in the form of a primer or rules, might be appropriate better to define certain of the licensee's responsibilities in this area. Without undertaking at the present time to specify all, or the most important, applications of the policy, it is appropriate to call attention to the Commission's view of its application in three currently important situations:

(a) When a controversial program involves a personal attack upon an individual or organization, the licensee must transmit the text of the broadcast to the person or group attacked, wherever located, either prior to or at the time of the broadcast, with a specific offer of his station's facilities for an adequate response (Clayton W. Mapoles, 23 Pike & Fischer, R.R. 586; Billings Broadcasting Company, 23 Pike & Fischer, R.R. 951, 953).

(b) When a licensee permits the use of his facilities by a commentator or any person other than a candidate to take a partisan position on the issues involved in a contest for political office or to attack one candidate or support another by direct or indirect identification, he must immediately send a transcript of the pertinent continuity in each such program to each candidate concerned and offer a comparable opportunity for an appropriate spokesman to answer the broadcast (Times-Mirror Broadcasting Co., 24 Pike & Fischer, R.R. 404, 405).

(c) When a licensee permits the use of his facilities for the presentation of views regarding an issue of current importance such as racial segregation, integration, or discrimination, or any other issue of public importance, he must offer spokesmen for all responsible groups within the community similar opportunities for the expression of the viewpoints of the leaders of the Negro and other community groups as to the issue of racial segregation, integration, or discrimination, and of the leaders of appropriate groups in the

community as to other issues of public importance, must obviously be considered and reflected, in order to insure that fairness is achieved with respect to programming dealing with such controversial issues (Editorializing Report, 1 (Part three) Pike & Fischer, R.R. 201; cf. WBNX Bctg. Co., Inc , 4 Pike & Fischer, R.R. 242, 248).

"In determining compliance with the fairness doctrine the Commission looks to substance rather than to label or form. It is immaterial whether a particular program or viewpoint is presented under the label of "Americanism", "anti-communism", or "states' rights" or whether it is a paid announcement, official speech, editorial, or religious broadcast. Regardless of label or form, if one viewpoint of a controversial issue of public importance is presented, the licensee is obligated to make a reasonable effort to present the other opposing viewpoint or viewpoints.

"The Commission does not seek to prevent the expression of any viewpoint by any licensee on any issue. It does not seek to prevent the suppression of other contrasting viewpoints by any licensee on any issue when licensed broadcast facilities have been used for the presentation of one view of the issue. This is required by the public interest standard of the law."

Adopted: July 25, 1963

FEDERAL COMMUNICATIONS COMMISSION

FCC 63-734
38372

Washington, D.C. 20554 PUBLIC NOTICE - B

July 26, 1963

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Adopted: July 25, 1963

Friday August 23, 1963

MEMO CONCERNING EFFECTIVE LEGISLATION TO ENFORCE THE RIGHT TO VOTE

(Note: This memo is being written to briefly state the position in favor of amending Title 1 of the Administration's civil rights bill to provide for the hearing of all voting right cases by a judge appointed by the chief judge of the circuit. An equally effective approach backed up by considerable precedent-- the three judge federal district court-- is also proposed as an alternative.)

At present, the Negro is being denied his right to vote in the Southern states ranging from Virginia to Texas. The hard-core area lies in the six states within the jurisdiction of the United States Fifth Circuit Court of Appeals. These states are Alabama, Mississippi, Georgia, Louisiana, Florida, and Texas. Together they contain about 1/3 of the Negro population of the United States. This group is by far the most deprived and oppressed in the nation. Litigation seeking to obtain the right to vote and other constitutional rights for this group must be filed in the Federal district courts of the 6 state area. It is probably fair to say that 90% of the deprivations of the right to vote occur in this area.

Under the present voting rights legislation the federal district judge with whom the case is filed has enormous and sweeping discretion and may use it either to effectively almost totally block Negro registration or to secure effective franchisement of the Negro within a period of months. As a result of the prevalance of federal district judges believing in and committed to white supremacy in varying degrees, the former situation prevails and Negro registration is almost nil under the present voting rights act. The important point, however, is that existing laws, if administered by fair judges, would be sufficient to quickly insure the elimination of discrimination with regard to the right to vote.

In particular, the voter referee plan for the enrollment of Negroes has proven a purely paper advance. Thirty-eight suits have been filed by the Attorney General under the 1960 act and its predecessor, the Civil Rights Act of 1957, but in none of these has the District Judge exercised his option to appoint a referee. In only one of these cases has the judge himself consented to hear the applications of Negroes in addition to the one on whose complaint the Attorney General's suit was based.[1] In the remaining twenty-two suits brought and decided under the Acts presumably the local registrars are under an injunction to cease discriminating against

1. U.S. v. Manning, May, 1962 (East Carroll Parish, La.) Federal Judge Dawkins personally heard approximately 60 applicants, after the local registrar had closed his office and resigned. The Judge found 41 of the applicants qualified, and they were allowed to vote in the 1962 State and Federal elections, though they were not placed on the official State list of registered voters.

Negro applicants.[2] With respect to the sixteen suits still undecided, no such injunction exists. And, of course, in the hundreds of localities unaffected by these suits, authorities are under no form of compulsion whatsoever to end discriminatory registration. The Attorney General claims to know of at least 200 counties where less than 15 per cent of the Negro population of voting age is registered. The Civil Rights Commission reports that in 100 Southern counties selected for review in 1960 and again in 1963, the ratio of Negroes of voting age who are registered to Negroes of voting age has increased only about 3½ per cent.

Any attempt to remedy the situation and make the voting referee plan workable must come to grips with the problem of the racist federal district judge.[3] This the Administration's voting rights title does not do. It merely removes the discretion from the Federal district judge in a limited way as to the finding of a pattern of practice of discrimination, which is only the first step in successfully utilizing the voting referee procedure. This is accomplished by putting this power in the Attorney General as to those approximate 200 counties in the south where less than 15% of eligible Negroes are registered. In these counties his certificate alone to this effect will be sufficient to require the acceptance by the court or by a referee of applications for voting orders. However, this still leaves the situation in almost complete control of the racist district judge, for 1.) he may refuse to appoint a referee and, instead, receive the applications himself, 2) he may himself find a pattern of practice of discrimination and proceed freely to appoint a referee of racist views, 3) he may require any referee to use strict voter registration procedures and he may refuse to issue voting orders even after a favorable report from the referee, 4) he may refuse to use the contempt power to enforce any order that he is finally compelled to issue, and 5) he may refuse to issue orders or enforce such orders protecting prospective voters from intimidation even after they have secured a voting order and the election officials have been compelled to accept their ballots. These are just a few of the ways that the racist judge can get around enforcing the voting rights laws as amended by the Administration bill.

It has been proposed by Representative Kastenmeier of Wisconsin in his bill (H.R. 7702) that the Administration bill be amended to provide that in cases arising under the voting rights section (42 USC 1971) which are filed by the Attorney General, the chief judge of the circuit will designate a judge of the circuit-- a district judge or a circuit judge -- to hear the case. This proposal is strongly supported by the Student Nonviolent Coordinating Committee and was discussed with

2. The Civil Rights Commission reports that although significant results are seen in those few counties where judges have issued "meaningful decrees" many injunctions have gone unobserved because judges have refused to use the contempt power to enforce them.

3. Unfortunately- in contrast to the previous Administration- President Kennedy has appointed many such racist judges, and has to a large degree caused the problem.

most members of the Judiciary Committee and of Subcommittee Number 5. The proposal was generally looked upon with favor and its acceptance seemed most probable. At this point, it enjoyed Chairman Celler's support. Then a few days ago, Assistant Attorney General in charge of the Civil Rights Division Burke Marshall actively opposed this provision.[4] Such opposition of the Administration has at this point decisively dimmed the chances of this provision. It is submitted that without such a provision, or one with similar effect, the voting rights title of the Administration's bill will be largely a fraud on the disfranchised Negro.

At present the Justice Department has pending a comprehensive voting suit which was able to be brought before a three-judge court. Judge Tuttle, the present Chief Judge of the Fifth Circuit,[5] assigned -- as is his prerogative by statute -- two non-Mississippi U.S. Court of Appeals judges to sit with the the racist Mississippi federal district judge Harold Cox. A favorable two to one decision is anticipated. Unfortunately only a very few voting rights cases -- those involving the constitutionality of a state statute -- can be brought before three-judge courts under present law. A memo on this alternative proposal of having all voting rights cases filed by the Attorney General heard by three-judge courts is included with this memo. Such a procedure has a long history and a wide and varied use in the Federal judicial system at the present time.

However, a three-judge-court requires a greater drain on the judicial system than a single-judge court. But the frequent reversals in voting rights cases such as are now requiring one or more hearings by three-judge panels of the Court of Appeals constitute an even greater drain. Also, it is submitted that, in keeping with the overall expediting policy of the voting rights title, it is more logical to give the Chief Judge of the circuit -- whose special concern is the allocation of judicial power throughout the circuit as a whole -- the power to designate a judge of the circuit to hear the priority-demanding voting rights case.

Again it is emphasized that, unless the chief judge of the circuit appointment procedure is made part of the voting rights title, Congress will again be passing a holow act to "guarantee" the right to vote, hardly worth the paper it is written on, as in 1960.

---

4. Mr. Marshall also stated today that the Administration will oppose the three-judge-court alternative.

5. The present precedence of the judges of the Fifthe Circuit is as follows:

Name	Appointment	Birth
1. E.P. Tuttle	8/4/54	7/17/97
2 J.C. Hutcheson, Jr.	4/17/18	10/19/79
3 R.T. Rives	5/3/51	1/15/95
4. B.F. Cameron	3/16/55	12/14/90
5. W.L. Jones	4/21/55	7/2/95
6 J.R. Brown	7/27/55	12/10/09
7. J M. Wisdom	6/27/57	5/17/05
8 W.P. Gewin	10/5/61 (2/9/62)	12/9/08
9 G.B. Bell	10/5/61 (2/9/62)	10/31/18

Judges Hutcheson and Cameron are above 70 and are no longer eligible to serve as chief judge. Judge Rives resigned as chief judge. Judge Jones will reach 70 before Chief Judge Tuttle. Judges Brown and Wisdom are therefore

next in line for chief judge. Judge Tuttle has 4 years remaining as chief judge. Judges Brown and Wisdom would respectively have 16 and 12 years respectively. Judges Tuttle, Brown, and Wisdom consistently rule to uphold the civil rights of the Negro.

APPENDIX

Kennedy and Eisenhower Judicial Appointments in the hard-core states of Alabama, Georgia, Louisiana, and Mississippi:

	Kennedy	Eisenhower
Alabama		
	C.W. Allgood 2/9/62	F.M. Johnson, Jr. 2/1/56
Georgia		
	L. Morgan 8/10/61	W.A. Bootle 5/20/54
	J.R. Elliott 2/17/62	
Louisiana		
	E. Gordon West 9/15/61	B.C. Dawkins, Jr 8/3/53
	R.A. Ainsworth, Jr. 9/22/61	Edwin Hunter, Jr. 2/10/54
	F.B. Ellis 4/12/62	
	R.J. Putnam 9/18/61	
Mississippi		
	W. H. Cox 6/30/61	Claude Clayton 3/12/58
5th Circuit of Appeals		
	W. P. Gewin 2/9/62	E.P. Tuttle 8/4/54
	G.B. Bell 2/9/62	B. F. Cameron 3/16/55
		W.L. Jones 4/21/55
		J.R. Brown 4/27/55
		J.M. Wisdom 6/27/57

It is to be noted that Kennedy has rather consistently appointed judges of the racist persuasion and that the opposite is true of Eisenhower. This conclusion is abundantly supported by the decisions, pronouncements, and other actions of the respective judges. (See, inter alia, Federal Supplement, Federal Reporter, and Race Relations Law Reporter)

(It should also be remembered that not only the voting rights title of the President's Civil Rights bill, but the other key titles -- public accommodations, school desegregation, and (recently) withholding of federal funds -- are also primarily dependent upon Federal court enforcement.)

Memo on the Possible Role of the Three-Judge Court in the Hearing of Cases to be Brought under Proposed Civil Rights Legislation

The three-judge district court is a particularly suitable device for hearing cases under existing and pending civil rights legislation. The three-judge court provides a forum for controversies of extrmem public importance and unusual character. A provision in the voting rights section of the pending bill giving jurisdiction of suits initiated under it to a three-judge court would be very effective in insuring a speedy and just litigation of controversies.

In instances where a three-judge court has jurisdiction the distric judge with whom the complaint is filed must notify the chief judge of the circuit, who then designates two other judges, at least one of whom is a circuit judge. Then two judges and the original district court judge compose the court. A proceeding before such a court is given precedence and must be heard at the earliest possible date. The district judge to whom the application is made can grant a temporary restraining order to prevent irreparable damage. As can be seen the three judge court is of an extraordinary nature and provides a speedy adjudication of important matters. The presence of a circuit and judge, the fact that the chief judge of the circuit appoints two of the three judges, and the rule that the concurring decisions of two judges binds the court, provides a guarantee that a racist district judge will not be able to exercise control.

The first three-judge court in the federal system was provided by law in 1903 for the purpose of hearing cases rought by the U.S. under the Sherman Anti-Trust Act. The act of 1903 allowed for the hearing of cases by a three-judge court when the Attorney General certified that the matter at hand was of "general public importance", (cf. 15 USC 28). Thus the use of the three-judge device for quite specific purposes under circumstances of great importance was established.

Three-judge courts have also been authorized to hear cases in which parties seek to enjoin the acts of officials carrying out the orders of federal administrative agencies. This function of the three-judge courts exists today with regard to certain I.C.C. matters (c.f. 15 USC 28; 28 USC 2325). Further stressing the uniqueness and importance of matters coming under the jurisdiction of the three-judge court is the fact that a direct appeal to the Supreme Court is available.

In 1910, following the decision in Ex parte Young, 209 U.S. 123 (1908), firmly establishing the right of federal courts to restrain state officials from enforcing unconstitutional state statutes, Congress declared that suits seeking to restrain state officials as in Young were to be heard before a three judge court (cf. 28 USC 2281). The reason for this move was the delicate nature of such actions in so far as they involved the restricting of state activity (cf. Florida Lime Growers v. Jacobsen, 362 US 73 (1960)). A direct appeal to the Supreme Court is granted as of right (28 USC 1253). The Brown case was heard originally by a three-judge district court pursuant to this statute. The landmark voting case of Davis v. Schnell, 81 F. Supp. 872, affd. 336 U.S. 933 (1949) was decided by a three judge district court. Pending action by the Justice Dept. in Louisiana and Mississippi attacking state voter registration qualification laws are now being heard before three-judge courts. Many other civil rights actions have been and continue to be brought before three judge courts. The fact that any suit brought in a federal court seeking to restrain the enforcement by state officials of unconstitution-

al state laws must be heard by thee judges has brought many 14th Amendment cases before three-judge district courts.

In 1942 the Emergency Price Control Act provided for an Emergency Court of Appeals composed of any three judges from district courts or courts of appeals appointed by the Chief Justice of the Supreme Court to hear suits to enjoin officials from enforcing price controls set by the commission. Here is another instance of the use of a three-judge court to hear cases of extreme general importance. Lockerty v. Phillips, 319 US 182 (1942), clearly sustained the power of Congress to confer equity jurisdiction on any particular lower federal court.

From this brief history of the three-judge court it is clear that it would be an extremely useful device for the litigation of cases initiated under the voting rights section of pending civil rights legislation. The uniqueness of civil rights cases and their critical importance to the general welfare of the nation at the present time are sufficient grounds to justify the empowering of three-judge courts to hear litigation in this field. In addition it is important, particularly in the South, that the more impartial three-judge court (which is composed of three judges, two of whom must be appointed by the chief judge of the Circuit) be empowered to hear voting rights cases. This is evident in the light of the notorious and injudicious action of many district court judges in the southern circuits. The result desired could be easily achieved by conferring jurisdiction of cases arising under the voting rights section on a three-judge district court pursuant to 28 USC 2284. Without a specific provision in the legislation conferring jurisdiction on the court in voting matters, such suits could not normally be heard by a three-judge court because the general statute, 28 USC 2281, extends only to those cases where a substantial question of the constitutionality of a state statute is involved.

Proposed Amendment to H.R. 7152 Administration's Civil Rights Bill)

Lines 14 through 24 of page nine and 1 through 3 of page ten are to be amended as follows:

( ) Any action brought in any district court of the United States under this section or Title III of the Civil Rights Act of 1960 (42 U.S.C. 1974-74c; 74 Stat. 88) wherein the United States or the Attorney General is plaintiff shall be heard by a district court of three judges pursuant to section 2284 of Title 28 of the United States Code.

WASHINGTON HUMAN RIGHTS PROJECT
619 G STREET S.E.
WASHINGTON 3, D. C.

LI 4-8138

WILLIAM L. HIGGS, DIRECTOR

August 26, 1963

Dear Les,

I particularly call to your attention the very current enclosed memo on a critical development concerning the voting rights title of the Civil Rights Bill. Enclosed also are Defense and Agriculture Department studies.

I trust these are helpful.

Yours sincerely,

Bill

William L. Higgs

File: Higgs, Wm
(Make folder)

September 20, 1963

Mr. William L. Higgs
Director
Washington Human Rights Project
619 "G" Street, S. E.
Washington 3, D. C.

Dear Bill:

Thank you for sending us, from time to time, your memoranda. Usually I find them interesting and persuasive. I might tell you that although I found your memorandum of August 23, regarding the voting legislation, interesting I did not find it persuasive. Frankly, I don't think what the Administration is proposing or what you are urging is going to get anybody registered to vote. And I grow increasingly uninterested and more impatient with proposals to patch up a basically defective law. What we ought to be doing is trying to get voter registration out of the courts, not more deeply into them. The one piece of legislation before Congress (and has been ever since 1959) which would be of clear-cut, practical help is the Hart bill.

Best regards.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

WASHINGTON HUMAN RIGHTS PROJECT
619 G STREET S.E.
WASHINGTON 3, D. C.
LI 4-8138
WILLIAM L. HIGGS, DIRECTOR

THE DEPARTMENT OF AGRICULTURE: AN ECONOMIC APPROACH TO CIVIL RIGHTS

I. FARMERS HOME ADMINISTRATION

The Problem

For decades rural America has been moving sideways as the national economy has moved up. In some areas, the rural economy has declined. In 1930, farm people accounted for 57% of the rural population; in 1960, they represented only 29%. Today, more rural people work in manufacturing than in farming. Farm population declined by a third between 1950 and 1960. At least 70% of the net migration from farms consisted of youth under 20 or who reached 20 during the decade.

The decline in rural population and the increase in rural underemployment are reflected in living conditions. Only 65% of rural farm homes and 88% of rural nonfarm homes had hot and cold water in 1960, compared with 99% in urban areas. Rural people had fewer years of formal schooling; 11% of rural people 25 years old and over had completed less than 5 years of schooling, compared with 7% of urban people in this age group. (Above figures published by U.S.D.A., March, 1963). Although no statistics are available, it is a well-recognized fact that the Negro farmer's situation is worse than that of the white farmer.

The Program

Programs are administered by the Department of Agriculture in an attempt to improve the position of the farmer. The Nation's oldest and largest farm program directed specifically toward ameliorating the above mentioned conditions consists of Agriculture's supervised farm credit program carried on by the Farmers Home Administration and its predecessor agencies. As will be shown below, these programs, to a large degree, are handled on the local level.

> In areas in which Negroes are discriminated against with respect to voting, education, housing and employment, it is inherently illogical to conclude that any program of agricultural aid will be administered with any degree of fairness.

The Farmers Home Administration provides credit and technical help on farm and money management problems to eligible farmers. The four major categories under which loans are made are (1) operating loans, (2) farm ownership loans, (3) water development and soil conservation loans, and (4) rural housing loans. (For Reference see USDA publication PA-547.)

Operating Loans

Operating loans accompanied by technical management assistance are made to operators of not larger than family farms primarily to assist them in making adjustments and improvements in their farm and home operations necessary for successful farming, such as buying livestock and equipment, paying operating expenses, and refinancing debts. Loans may also be made to (1) finance recreational enterprises which will supplement their farm income, (2) produce trees and other forestry products, and (3) produce fish under controlled conditions.

Farm Ownership Loans

Farm ownership loans accompanied by technical management assistance are made to farmers and ranchers who are or will become operators of not larger than family farms. Loans are made primarily to enlarge, improve and buy farms, and to refinance debts. As with the operating loans, loans may also be made to these farmers to produce fish under controlled conditions, and to finance recreational enterprises which will supplement their farm income.

Water Development and Soil Conservation Loans

Water development and soil conservation loans accompanied by technical management assistance are made to owners or operators of farms and ranches including partnerships and corporations to assist them in developing, conserving and making proper use of their land and water resources. Nonprofit organizations, including small rural towns, may obtain loans to conserve, use, develop and control water, including the installation of community irrigation or domestic water systems; to apply or establish soil conservation practices; for drainage; and for shifts in land use, including the development of recreational facilities.

Rural Housing Loans

Rural housing loans are made to (a) farm owners and (b) owners of other real estate in rural areas and small rural communities with populations up to 2,500 which are not part of an urban area. Special provisions are provided for rural senior citizens who are 62 years of age and over. Funds may be used to finance adequate but modest rural dwellings and essential farm service buildings. In certain cases funds may be used by farm owners to improve land or to buy more land when additional income is needed to pay for adequate buildings. Loans may be used to construct, improve or repair rural homes and related facilities, or farm service buildings, or fallout shelters, or to provide water for farmstead and household use. In addition to major construction, funds are available to modernize homes - add bathrooms, central heating, modern kitchens and other home improvements, as well as to enlarge or remodel farm service buildings and put in related facilities, such as paved feedlots, yard fences and driveways. A senior citizen may use loan funds to buy a previously occupied house or to buy a site on which to build his home, as well as to build or repair a home on land he owns. Loan funds cannot be used to refinance debts. Owners unable to repay a loan may receive a grant of up to $1,000 for minor repairs and improvements to make their buildings safe and free of health hazards. Insured loans are made to farm owners, associations of farmers, States or political subdivisions thereof, and public or private nonprofit associations for the construction of housing for domestic farm labor. Loans may also be made to provide rental housing for senior citizens in rural areas.

Rural housing loans are made under provisions in Title V of the Housing Act of 1949 as amended. The other loans are made under the provisions of the Consolidated Farmers Home Administration Act of 1961, as amended in 1962.

The Procedure

In the four mentioned programs, the methods of obtaining a loan are the same.

To be eligible for an operating loan, a farmer must:

1. Have a farm background and the farm experience or training needed to be successful in the proposed farming operation.

2. Possess the character, industry and ability to carry out the proposed farming operation. When a loan for recreational purposes is being considered, possess the ability necessary to carry out the proposed enterprise.

3. Manage and operate the farm.

4. Be unable to obtain sufficient credit elsewhere at reasonable rates and terms to finance his actual needs.

5. Be a citizen of the United States and of legal age.

6. After the loan is made, be an owner or tenant operating not larger than a family farm.

To be eligible for a farm ownership loan, a farmer must, in addition to the six above requirements, be able to obtain needed operating capital, including livestock and equipment. Also, the income from crops and livestock must constitute a substantial portion of his total income.

To be eligible for a soil and water loan, an applicant must:

1. Be a farm operator or farmowner, a partnership that owns and operates a farm, or a domestic corporation engaged in farming.

2. Be unable to obtain the necessary credit on reasonable terms and conditions from private or cooperative lenders.

3. Be of legal age.

4. Possess the character, industry and ability to carry out the proposed operations, and honestly endeavor to carry out the undertakings and obligations required of him in connection with the loan.

5. Plan to improve a farm which is of such size and productive capacity that it (a) will produce agricultural commodities in sufficient quantities that the proceeds from their sale will be a substantial portion of the operator's total cash income, and (b) is recognized in the community as a farm rather than a rural residence.

6. If the applicant is a tenant, have a satisfactory written lease for a sufficient period of time and under terms that will enable him to obtain reasonable returns on the improvements made with the loan.

A farmer must, in order to get a rural housing loan:

1. Own either a farm or nonfarm tract or be a senior citizen who will become the owner of a minimum adequate building site when the loan is closed. A farm owner may borrow funds to finance housing for his own use or for the use of his tenants or laborers. An owner of a nonfarm tract or a senior citizen may borrow funds only to finance housing for personal use.

2. Be without decent, safe and sanitary housing or without farm service buildings essential to the success of his farming operations.

3. Be unable to finance the needed improvements with his own resources or with credit from other sources.

4. Have sufficient income to pay operating and family living expenses, and meet payments on debts, including the proposed housing loan. A senior citizen who does not have enough income to repay a rural housing loan may be able to qualify if a relative or someone else with adequate repayment ability cosigns his note.

5. Be a citizen of the United States.

6. Have the legal capacity to incur the obligations of the loan.

7. Possess the character, ability and experience to carry out the undertakings and obligations required of him in connection with the rural housing loan.

8. Have training or farm experience necessary to give reasonable assurance of success whenever the soundness of the loan depends on the farming operations.

9. In certain cases, holders of long-term leases may be eligible.

All applications for loans are made at local county offices of the Farmers Home Administration, generally located at county seat towns. Eligibility for aid is determined by a three-man committee. This committee is authorized by Section 332 of the Consolidated Farmers Home Administration Act of 1961, as amended (Title III of the Agricultural Act of 1961; 7 U.S.C. 1982):

> Sec. 1982. County Committees.
> (a) The Secretary is authorized and directed to appoint in each county or area in which activities are carried on under this title, a county committee composed of three individuals residing in the county or area, at least two of whom at the time of appointment shall be farmers deriving the principal part of their income from farming. Committee appointments shall be for a term of three years except that the first app intments for any new committee shall be for one-, two-, and three-year periods, respectively, so as to provide continuity of committee membership. The Secretary may appoint alternate committeemen. The members of the committee and their alternates shall be removable for cause by the Secretary. . .

In addition, section 508 of Title V of the Housing Act of 1949, as amended (42 U.S.C. 1478), provides for the use by the Secretary of

> . . .the services of any existing committee of farmers operating (pursuant to laws or regulations carried out by the Department of Agriculture) in any county or parish in which activities are carried on under this title. . . .The Secretary shall prescribe rules governing the procedures of the committees, furnish forms and equipment necessary for the performance of their duties, and authorize and provide for the compensation of such clerical assistance as he deems may be required by any committee.

The previously mentioned loan requirements provide the main guidelines to be followed by the committeemen in making a judgment as to whether a loan will be granted. However, these regulations give the county committees a great deal of discretion in determining who shall be eligible for a loan and, along with this discretion, the opportunity to discriminate. An example is the requirement which calls for the assessment of the applicant's character, ability and experience. There is no reason to believe in any area where a Negro farmer is discriminated against in every other way that he will be judged by the same criteria which determine a white farmer's chances.

The great leeway which is afforded the county committee in making its decisions makes it the pivotal point of any problem that may exist as regards an unfair administration of the agricultural loan programs with which it is concerned.

The People and the Percentages

Between 1950 and 1960, the Negro population increased from 15.0 to 18.9 million, a gain of 25% compared with an increase of 18% for the entire population. In Mississippi, however, there were 7.2% less Negroes in 1960 than in 1950. In Louisiana the drop was 8.9%. In Alabama there was in increase of only 0.1%. Movement out of rural areas to cities has been so great that in hardly more than a generation the Negro population has been transformed from the most agricultural group in the American population to one of the most urban. One may conclude in a general way that Negroes are not benefitting from the annual agricultural billions spent by the United States. (See USDA publication "Agricultural Economic Report No. 23," Jan. 1963.)

In 1960 there were, in Mississippi, 1,257,546 whites and 915,743 Negroes. The ratio is 58% to 42%. In 1959, the percentage of Negro farm operators in Mississippi was 40%. Thus, there appears to be a close correlation between total population and farm population. Let us take a look at the loan application figures concerning the Farmers Home Administration programs for Mississippi. (Data taken from tables supplied to the U.S. Commission on Civil Rights by the U.S.D.A.)

Loan Applications for fiscal 1961

	Total	Negro	% Negro
Operating	3101	1213	39.1
Farm ownership	750	135	18.0
Soil and water	51	1	2.0
Farm housing	1228	128	10.4

Initial Loans for fiscal 1961

	Total	Negro	% Negro
Operating	2034	862	42.4
Farm ownership	154	16	10.4
Soil and water	10	0	0.0
Farm housing	663	49	7.4

On the face of the above statistics there appears nothing overly shocking. However, closer scrutiny shows the situation to be otherwise. In the first place, the figures above show the relationship between the number of Negro applications and their percentage of the whole, and the number of loans granted to Negroes and their percentage of the whole. Using these same figures, we should look to see at what rate loans were granted to Negroes who applied as compared to the white rate.

	Applications	Loans	Rate
Operating:			
Negro	1213	862	71.1%
Non-Negro	1888	1172	61.1
Farm Ownership:			
Negro	135	16	11.8%
Non-Negro	615	138	20.8
Soil and Water:			
Negro	1	0	0.0%
Non-Negro	50	10	20.0
Farm Housing:			
Negro	128	49	38.3%
Non-Negro	1100	614	55.8

In analyzing these figures one must keep in mind that the Farmers Home Administration program is a remedial one and by definition its aid should be given to those in the greatest need. The Negroes in Mississippi are in every respect in a very inferior position economically to the white population. (See 1960 Census Reports for Mississippi.) It would seem that any fairly administered Federam remedial program in Mississippi would show results indicating at least an equal

Negro participation, if not greater. But this is not the result of the Farmers Home Administration program as it is being presently administered.

Only the operating loan program shows acceptable results. The reason for this lies not in any isolated commitment to non-discrimination. The reason lies in the nature of the operating loan and the economic relationship between white and black in Mississippi. As stated earlier, the prime objective of the operating loan is to aid in making improvements and adjustments in farm and home operations. It must be remembered that Negroes comprise 40% of the state's farm operators and are thus vital to the state's economy. The white Mississippi farmer does not want the black farmer out of business. But he also does not want him to do any better than the minimum necessary to maintain a white-oriented economy and society. And to maintain the balance, it is necessary that 40% of the State's farmers be able to remain in operation, but it is not necessary - indeed, it is undesireable - that they improve their overall condition by becoming farm owners instead of tenants or operators or that they modernize their bathroom or kitchen facilities. Improvements which are vital to attaining a better life would be inimical to the system. Thus, in Mississippi, the white applicant's chances for aid in the form of a farm ownership loan are about twice that of the Negro. One answer given to this statistic is that in many cases Negroes are not qualified because they are not in a position to repay the loan. This answer, however, is inconsistent with the purpose of a remedial program. The argument that one may not have a loan to improve one's condition because one's condition is such that one has no potential for repayment is inherently illogical and circular. A second argument is that only 18% of the number of applications for a farm ownership loan were from Negroes. The above argument is meaningless since it may be that many Negroes were "advised" not to even apply in much the same manner that they have been told not to try to register to vote. Threats of violence and of economic reprisals have probably kept the number of applicants down. Also, it should be first ascertained how extensively information concerning the programs and activities of the Department of Agriculture are disseminated to Negro farmers compared to the information given to whites.

Prospects and Proposals

As stated previously, due to its function the county committee is the focal point of the problem. The decision of the county committee is not appealable. The rejected candidate has had his day and it ends at that point. The following is proposed to safeguard the rights of Negro applicants:

1. Negroes should be proportionally represented on the county committees. There should be at least one Negro on the committee in each county which has at least 20% Negro population. There are too many areas where Negroes comprise a very substantial minority or even a majority and yet have their applications judged by an all-white committee whose members are, in many cases, admitted discriminators.

2. Whenever an application in an area declared by the Secretary to be one of customary racial discrimination is rejected by a 2-1 majority, there should be an automatic review by the USDA in Washington, D.C. In addition, in counties in which it is indicated that the white committeemen are consistently and prejudicially voting against Negroes, the Secretary of Agriculture should exercise his power as given in 7 U.S.C. 1982 and remove such committeemen from their office.

Alternative: All final decisions by the county committee must be based on a unanimous vote.

3. Specificity must be injected into those portions of the loan requirements

which are vague and subject to many interpretations. To allow those committed to white supremacy to judge Negro applicants on the basis of "character" and "industry" is to give them a carte blanche to discriminate.

There are other steps which should be taken to improve the handling of the Farmers Home Administration program:

1. The USDA should include indicative and helpful statistics showing Negro opportunity and participation in their programs. Since 1953, no such general figures for the public have been prepared by race except for a few superficial reports such as population trends and so forth. The USDA issues no facts even indicating there is any problem at all in the administration of their programs.

2. Adequate information should be supplied to Negro farmers as well as white, to insure knowledge of just what programs are available.. This should be handled through the office of the county supervisor. The county supervisor could also call meetings of all the farmers in his county to discuss these programs, thereby supplying to those farmers interested a second source of information as regards aid from such programs.

3. A survey should be made to find out how many Farmers Home Administration Agency offices in the various states employ no Negroes. For example, no Negro has ever held a clerical position in any such office in South Carolina; nor has any Negro ever been a county supervisor in this state. ("A Study of Negro Farmers in South Carolina," Dec. 1962. A special report published by the Southern Regional Council). These figures for the State of South Carolina justify such a survey and other proposals when it is considered that Negroes make up 35% of the state's population. It is unthinkable that Federal programs should be administered by racially selected staffs.

4. Inquiries should be made into the administration of the Rural Areas Development Program. In South Carolina, RAD is administered by state and local representatives of the Farmers Home Administration, which is staffed completely by whites. Of the several new projects, there has not been even one additional Negro operative - only possibilities for menial positions. One RAD program which might bear immediate investigation is the operation of training schools to develop new skills for new jobs.

The following is suggested for those whose application for a Farmers Home Administration loan has been unacted upon or rejected and for those about to apply who live in an area of discrimination:

1. Keep a record of everything! It is important that any complaint you may present be backed by accurate and adequate documentation. Make carbon copies of every letter you send to the county committee or to any USDA employee. Save every letter you receive from them. Make notes of all conversations with them, including dates, locations and time and, if possible, try to have a witness present. Make a carbon of the loan application and save any reply.

2. If you feel that your application has been acted upon unfairly, or if it has not been acted upon at all,, send your complaint along with copies of all your records to the Farmers Home Administration, USDA, Washington 25, D.C. Also send duplicates of all this information to any local civil rights organizations, the U.S. Commission on Civil Rights, 1701 Penn. Ave. N.W., Washington 25, D.C., the Civil Rights Division, Justice Dept., Wash. 25, D.C. and Civil Rights Assistant, White House, Wash. 25, D.C.

II. AGRICULTURAL STABILIZATION & CONSERVATION SERVICE

The ASCS, an agency of the Department of Agriculture, carries on various programs which are designed to help the farmer receive a realistic income in today's conditions of increasing farm production and decreasing commodity prices. These programs are, naturally, of great significance in the South, which is still primarily a rural area. Because of the economically depressed condition of the Southern farmer and, in particular, the Southern Negro farmer (See above), it is of utmost importance that the Negro be able to gain all possible benefits from the ASCS programs.

The activities of the ASCS are carried out primarily through price support programs, which include commodity loans and direct purchases; through production adjustment programs, which include marketing quotas and acreage allotments; through direct payments and through conservation services.

This memorandum will deal with the programs offered (excluding the conservation programs), the administration of these programs and suggested local activity to combat discriminatory application of these programs. Emphasis will be placed on how these programs apply to tobacco and cotton.

AVAILABLE PROGRAMS

Commodity Loans

Storable commodities, such as grains, cotton, peanuts and tobacco, are supported by means of nonrecourse loans. These loans, usually made by a local bank, if the bank is approved by the Commodity Credit Corporation, or by the CCC directly, are given at price support levels with the stored commodity as collateral, and are available during a specified period after harvest. The farmer may repay the loan before maturity date, with interest, or he may choose to forfeit his collateral, in which case he does not have to pay any interest. In practice, the farmer will not redeem his loan if the price of the commodity has fallen, but will redeem it if the price has risen. Thus, if the parity price for cotton is set at $.30/lb., the farmer may put up 1000 lbs of cotton and receive a $300 loan. If, at maturity date, cotton is selling at $.40/lb., it would be to the farmer's advantage to repay the loan and sell his cotton on the open market. If, however, cotton were selling at $.20/lb., the farmer would forfeit his collateral, thus having in effect sold the cotton at $.30/lb.

The commodity must be stored in approved storage places. If there is no approved storage space available, the farmer may store the commodity in his own facilities, if these have been approved by the county ASCS committee.

Purchase Agreements

Under purchase agreements, the CCC agrees to buy from the farmer at the support price a specified amount of a commodity. The farmer is under no obligation to sell the goods, but the CCC must purchase them if the farmer so desires. This method is used in preference to the loan program by the farmer who does not need his money right away. He is not required to make out loan papers, store the commodity in approved places, or go through all the formalities involved in the loan program.

Purchases:

When authorized by the Secretary of Agriculture, perishable and some semi-perishable commodities are supported by purchase. Most purchases are made from dealers and processors, although some are made directly from producers.

Payments:

Only used for wool and mohair.

Acreage Allotments

Acreage allotments can be established for any commodity, and consist of that acreage on which a farmer may harvest a crop and still be eligible for price support programs. The program attempts to give each farmer a fair share of that acreage which is determined to be necessary to meet the nation's needs for a particular crop.

The Secretary of Agriculture is required to proclaim acreage allotments for wheat, rice, tobacco and peanuts each year. This is also usually done for corn and cotton.

Basically, a national acreage allotment is determined; this is then apportioned among the States and then among the Individual farmers. If a farmer exceeds his farm acreage allotment, he becomes a non-cooperator and is ineligible for any price support programs.

Marketing Quotas

A marketing quota is the quantity of a basic commodity, which includes wheat, rice, peanuts, tobacco and cotton, which is produced from the acreage allotment, rather than a specified quantity. The marketing quota is proclaimed by the Secretary of Agriculture, and must be approved by 2/3 of the farmers. If quotas are in effect, any farmer who exceeds his quota is subject to specified penalties. If the marketing quota is not approved, acreage allotments remain in effect, but the price support level is reduced to 50% of parity for cotton, wheat, rice and peanuts, and price support is prohibited for tobacco. Marketing quotas are apportioned among individual farmers in the same way that acreage allotments are.

NOTE: With cotton, wheat, rice and peanuts, the law prescribes a certain minimum level below which the national marketing quota or national acreage allotment cannot go.

HOW FARMERS CAN PARTICIPATE

Loans: Cotton

If the cotton farmer has been in compliance with acreage allotments for his farm, and if the cotton has been classed by a board of cotton examiners of the Department of Agriculture, he is eligible for a loan. The farmer must then deliver the ginned fiber to a warehouse approved by the CCC and obtain a warehouse receipt. If warehouse space is not available, arrangements may be made with railroads, and a bill of lading used instead.

The farmer then prepares a note and loan agreement form with the assistance

of an approved clerk. This form, together with the warehouse receipt or bill of lading, is presented to the lending agency or directly to the CCC, and the farmer then receives his loan.

Members of cooperative marketing associations may obtain loans through the association. Loans may also be obtained on farm-stored cotton, although this is normally not done. The county ASCS office will, however, arrange to inspect the farm storage facilities and aid the farmer in completing the loan documents.

Loans: Tobacco

Advances on tobacco are obtained through one of the 17 producer cooperative associations of the United States. Loans are made to the associations by the CCC through local banks, and the associations in turn make advances to producers through auction warehouses and to carriers, storage warehouses and others who aid the association in carrying out the programs.

The tobacco producer takes his tobacco to an auction warehouse, where it is weighted, identified, sorted and displayed. A Government tobacco inspector grades the tobacco, and the tobacco is then auctioned to the highest bidder. If the price for a basket does not exceed the loan rate - the published rate for that grade which is equivalent to a parity price - the basket is consigned to loan. After the sale is completed, the producer is paid for his tobacco by the association, including all tobacco that went under loan.

Purchase Agreements

Purchase agreements were not available in 1962 for cotton, but were available for wheat, rice, corn and other products. The producer can obtain a purchase agreement through the ASCS county office by signing a document specifying the maximum amount of the commodity he may elect to sell to the CCC. The producer must, within a specified thirty-day period, declare his intention to sell under the purchase agreement. This period is generally 30 days prior to the date at which loans mature.

The commodity is actually purchased at the end of that period. If the commodity was stored at an approved warehouse, the producer turns over warehouse receipts representing the quantity that he elects to sell to his ASCS county office. If his commodity was farm stored, the producer notifies the ASCS of his intention to sell, he is issued delivery instructions, and he then delivers the commodity to a designated place within 15 days.

Purchases

Butter, cheddar cheese and nonfat dry milk are purchased by the ASCS commodity offices; cottonseed and flaxseed by ASCS county offices.

NOTE: The following methods of support were used for the 1960 crop:

Loans and purchase agreements: wheat, rice, corn, honey, barley, grain sorghumb, oats, rye, soybwans, dry edible beans and flaxseed

Loans only: cotton(extra long staple), peanuts, tobacco, crude pine gum (Or turpentine, rosein, or content thereof in crude pine gum)

Purchases and loans: cottonseed and upland cotton

Purchases: flaxseed, butterfat and manufacturing milk (purchases of butter, cheddar cheese and nonfat dry milk solids)

Payments: wool and mohair

DETERMINATION OF ALLOTMENTS AND QUOTAS

Wheat

The national acreage allotment is determined on the basis of the average yield of wheat for the past ten years. This allotment, less a reserve of 1%, is apportioned among wheat producing States, again on the basis of the past ten years yield. The State allotment, less a 3% reserve for new farms, is apportioned among wheat-producing counties, also on the basis of average yield per acre during the past ten years.

The regulations for the apportionment of the county allotments among farms for 1964 are contained in Title 7, C.F.R. Sec. 728.15. Each old farm receives a base acreage figure which must reflect past acreage of wheat, tillable acres, farming practices, etc. These are considered to be adequately reflected by the 1963 base acreage figure and the actual wheat acreage for 1962.

The computed base acreages may be adjusted by the county committees by up to 10% of the computed base acreage to obtain an equitable acreage figure in comparison to similar farms. The county's acreage allotment is then divided pro rata among the farms on the basis of the base acreages.

When a farm's actual allotment is less than 15 acres, a new base acreage is established which is the smaller of (a) 15 acres, or (b) the average acreage of wheat planted for harvest in 1959, 1960 and 1961 with adjustments made for weather conditions. The acreage allotment is then determined by this new base acreage.

Requests for allotments for new farms may be made to the county committee and eligibility is determined on the basis of, among other things, the type of land, equipment, and available farming practices. The base acreage is set by the county committee, taking into consideration such factors as the type of soil and farming practices. The allotment is then determined by apportioning the State reserve among new farms.

Marketing quotas, if they are in effect, are determined on the basis of the acreage allotment figures.

DETERMINATION OF ALLOTMENTS AND QUOTAS

Tobacco:

A national marketing quota is determined and this figure, less a reserve for new farms and increases in small farm allotments, is apportioned to the States on the basis of State production for the past five years, with adjustments made for abnormal weather conditions,etc. This State marketing quota is converted to an acreage allotment by dividing by the average State yield in the five preceding years. The State acreage allotment is then apportioned among farms by the following procedure (See 7 C.F.R. Sec. 725):

Initially, preliminary allotments equal to the allotment of the preceding year are established. This figure may be adjusted if less than 75% of the allotment was actually used during the prior two years. These preliminary allotments are then further adjusted so that the total allotments for old farms does not exceed the State acreage allotment, less a reserve for corrections. The preliminary allotment for a farm cannot be increased unless the county committee shows to the satisfaction of a representative of the State ASCS committee that the increase was necessary and equitable.

The county committee, with the approval of the State committee, may establish acreage allotments for new farms on the basis of the land, available equipment, farming practices, and other such factors.

All farm acreage allotments are determined by the county committee with the approval of a representative ofthe State committee, which may revise these determinations. Official notices of the acreage allotment and the marketing quota are then sent to the operators of the farm. (The marketing quota is equal to the actual production from the acreage allotment.)

Cotton:

Initially, a national acreage allotment is established based on the national average yield per acre in the preceding four years. This allotment is then apportioned to States on the basis of average acreage planted in each State during the preceding five years, adjusted for abnormal weather conditions. The State allotment is apportioned among the counties on the basis of the past five years production, less a reserve for small or new farms, to correct inequities and for adjustments in county allotments due to abnormal conditions. Allotments for old farms are established as follows:

(a) A minimum allotment is established equal to the smaller of 10 acres or the 1958 farm allotment. If less than 75% of the 1962 allotment was planted, the 1958 allotment for this purpose is adjusted to the average of the 1962 allotment and the sum of acreage planted.

(b) Farm allotments are then adjusted upwards to equal the total county allotment on the basis of the 1962 allotment.

Allotments for new farms are madeon the basis of the acreage available and the basis of land, farm labor and equipment available for the production of cotton, crop rotation practices and the soil or other physical facilities affecting the production of cotton. State and county acreage reserves may also be used to adjust allotments for small farms.

Appeal Procedures:

Under Title 7 C.F.R. Sec. 711 et seq., acreage allotments and marketing quotas are normally reviewed by committees established for local areas. These three-man committees are designated by the State executive director of the ASCS programs from a panel of six farmers selected by the Secretary of Agriculture.

A farmer who wishes to appeal a quota or allotment determination, may file such request on Form MQ-53 within 15 days after he receives notice of the determination. The application is then processed through the county committees who may (1) reject it because it was filed too late; (2) grant the request; (3) require the applicant to resubmit his application within 15 days due to insufficiency of information requested; or (4) forward the request to the State executive director, who then appoints the review committee.

The hearings which are held by the review committee are open to the public. Also, they may be reopened if new information is acquired, etc..

Thus, it can be seen that if Negro farmers are not stymied at the local level from registering any appeal at all, the appeal procedures provided by the ASCS can be effective as a check upon discriminatory practices. The State-appointed, although normally coming from the local area, can be expected to be less subject to the biases of the county-elected county committees.

ADMINISTRATION

The programs outlined above are all administered through a system of committees which was set up by the Agriculture Adjustment Act of 1938. (See Appendix) The committees operate on the State level, county level (agricultural county) and community level. State committees, consisting of 3-5 members, are appointed by the Secretary of Agriculture and are responsible for the overall supervision of the ASCS programs.

The key to the administration of the programs, however, lies in the county committees. Under the latest regulations issued by the Secretary of Agriculture, there are three county committeemen who are selected by farmer-elected delegates to a county convention. All persons of voting age who have an interest in a farm, such as owner, tenant or sharecropper, and who are participating in ASCS programs, are eligible to vote and also may run for office as delegate or committeeman.

The county committees are in charge of the actual administration of ASCS programs, and it is they who determine acreage allotments, which farmers are eligible for supports, etc., with the help of the community committees. Because of their significance, an outline of the regulations relating to the selection and duties of the county committeemen is contained in the Appendix. (Also important are the office managers, who are employed by the committees to handle administrative details.)

HOW TO FIGHT DISCRIMINATION AT THE LOCAL LEVEL

1. Education

Possibly the most important way of insuring that the Negro farmer in the South receives the full benefit of the programs offered by the Department of Agriculture is to see that he is aware of the programs and knows how to take advantage of them. The above memorandum is by no means complete, but it may be used as a basic outline. Please note that there are many programs offered by the ASCS which are not dealt with here. A list of these programs appears in the Appendix.

If there are any questions as to exactly what procedures must be followed, what are the eligibility requirements, or as to other information, material may be obtained from the State or County ASCS committees, from the State ASCS offices, or directly from the Department of Agriculture.

2. Participation

Once the Negro is aware of the programs offered, he must be encouraged to participate in them. If he cannot meet eligibility requirements, for example if he does not have proper storage facilities, he may have to first obtain help through the financial aid programs of the Department of Agriculture, such as Farmers Home Administration, or Office of Rural Areas Development. Farmers should be especially encouraged to participate under the small farms programs, which often give the small farmer an advantage in the determination of allotments and quotas.

Another phase of participation which is most important is the county or community ASCS committee. Negro farmers should be encouraged to vote in committee elections, and also to run for office. With large numbers of Negroes turning out to vote, several Negroes should be elected to these key positions. Note that even Section 7.8 of the existing Regulations (See Appendix) provides a sanction which could be used if Negroes are prevented from voting through such means as economic intimidation.

3. Enforcement

In many programs, such as the acreage allotment and marketing quota programs, the regulations provide for a specific appeal procedure if a farmer feels that the county committee acted unfairly. This appeal can normally be made to a committee of men appointed by the Secretary of Agriculture, and so the local biases and prejudices of the county committees may thereby be avoided. Any Negro who feels that he has in any way been discriminated against because of his race in the administration of these programs must be encouraged to appeal.

In those cases where appeal procedures are not specifically provided for, the Negro should make an appeal directly to the State Committee, which is also appointed by the Secretary of Agriculture. State officers continually maintain that no discrimination exists, and they should be compelled to support those statements.

In all these cases, the appellant should be prepared to show that the county committee's prejudicial determination could only have been made on the basis of the appellant's race. Therefore, records of all communication with the county committee should be preserved, the applicant should be able to show that he meets all the requirements of the particular program, etc.

Also note that in those programs where the farmer can deal directly with the Commodity Credit Corporation he should be encouraged to do so, as this may avoid the problem of prejudice completely..

It must be noted, however, that relief on appeal is a poor substitute for justice in the first instance. This is particularly so where an attempted appeal can result in danger to person and property.

SPECIFIC RECOMMENDATIONS

1. A statistical report should be made of the number of Negroes serving on community, county or State committees, with particular attention to those areas with substantial minorities or even majorities of Negro farmers. The National Share-

croppers Fund might be of assistance here. In those States where a large proportion - 30% or more - of the farm population is Negro, the Secretary of Agriculture should be encouraged to appoint Negroes to the State committees. On the local level, the cause of lack of Negro participation should be determined. If the cause is either apathy or ignorance, local workers among Negroes should contact the Negro farmers, impressing upon them the importance of their active participation in the administration of ASCS programs.

If the cause of lack of participation is discrimination, the situation should be reported to the Secretary of Agriculture. Perhaps the solution might be found in the enforcement of the provisions of Section 7.8 of the Regulations. Perhaps the solution might be found by the adoption of a new regulation to insure that Negroes have the power to elect without intimidation or other pressures a member or members of their group to the county committees where their numbers are sufficient and they freely desire to do so. Such a regulation might provide for voiding any election at which substantial discrimination or intimidation is shown. Stronger additional steps may well be required.

2. A similar study should be made concerning the incidence of employment of Negro county office managers. These people play a key role in the administration of the programs, and pressure should be placed upon committees, possibly through a Commission on Civil Rights recommendation or from the office of the Secretary of Agriculture, to hire qualified Negroes, especially in those areas where the Negro forms a significant proportion of the farm population.

3. Civil rights groups must be encouraged to play a major role in the education of the Negro farmer concerning his rights and opportunities under the ASCS programs. These groups must make sure that the Negro farmer is made aware of the programs and understands fully how to take advantage of them, as well as how to protect his rights if he feels he is being discriminated against.

III. CONCLUSION

This area has been ignored too long. The Negro farmer of the South is the helpless victim of discriminatory practices, largely because of his depressed economic condition and his consequent inability to fight back. Improvement of the living conditions of the Negro must be one of the prime goals of the civil rights movement. Only when the Negro is free from worries about how to feed, clothe and house himself and his family will he be able to make real strides in the areas of education, voting and employment. As long as the Negro lives on the brink of starvation - and consequently must be fearful of economic pressures from the white community - he will understandably be less than enthusiastic about getting a college education, becoming a business executive, or even casting his vote. Thus, it is time for the problems of the Negro in agriculture to attain their rightful place of concern in the civil rights movement.

I. Appendix: Regulations Pertaining to the Selection and Duties of Committeemen for the ASCS Programs

(7 C.F.R. Part 7 as amended March 1, 1963)

Voting Requirements

7.5 Any person who is of legal voting age and has an interest in a farm as an owner, tenant or sharecropper and any person not of legal age who is in charge of the supervision or conduct of the farming operations on an entire farm shall be eligible to vote in the programs of the ASCS.

7.6 Each voter is entitled to one vote on any one ballot in any election held in any one community or in the county convention. If any eligible voter has an interest in a farm in more than one community in the county such voter shall not be entitled to vote in more than one such community in the county. There may be no voting by proxy.

7.7 Boundaries of the communities shall be fixed by the State Committee after considering the recommendations of the County Committee. No community shall include more than one county or parts of different counties.

Elections shall be held on a date or within a period of time which will afford full opportunity for participation, provided that said election shall be held between July 1 and December 30. If the number of eligible voters voting in any election of community committeemen is so small that the State Committee determines that the results do not represent the views of a substantial number of eligible voters, then the election shall be considered void and a new one held.

7.9-10 The County Committee is responsible for the conduct of community elections and County Conventions.

Membership of Committees

7.11 (a) Eligible voters shall elect annually a community committee composed of three members and also a first and second alternate. Election shall be by secret ballot and shall be determined by plurality system. Each voter shall have the opportunity of writing in candidates. Except where there is only one community in a county, the elected chairman, vice-chairman and member of the community committee shall also be the delegate, first alternate and second alternate to the county convention. But a person may not serve as delegate if he has been a member of the county committee for that county during the 90 days preceding elections.

(b) Where there is only one community in a county, the community committee shall be the county committee.

7.12 (a) Delegates elected under 7.11 shall meet in a convention held before the close of the calendar year during which they were elected to elect a county committee. The county committee shall be composed of three members and a first and second alternate.

7.13 In the event of a tie in the election for community committee, it shall be settled by lot at the discretion of the county

committee, with the approval of the candidates. In the event of a tie in the election for county committee, there shall be further balloting.

Eligibility for Office

7.15 (a) Must be eligible to vote
(b) Must reside in the county and community
(c) May not be ineligible under 7.27
(d) May not have been dishonorably discharged from the armed forces or removed from public office or convicted of fraud, etc.
(e) May not have been removed from committee office for fraud, failure to perform duties, etc.
(f) May not have been disqualified for future service by the State Committee
(g) May not be a full-time employee of the Dept. of Agriculture
(h) May not have passed 70th birthday by the date of term of office.
(i) If county committeeman, may not be sales agent or employee of FDIC
(j) If delegate to County convention, may not have been county committeeman during 90 days preceding community elections.
(k).....
Note: 7.15(d), (e), (f) and (h) may be waived by State Committee
7.17 May not hold dual offices
7.18 Terms to begin on first day of month next after election, provided that each new office holder must sign a pledge to perform his job honestly, etc.

Duties

7.20 County Committee shall be generally responsible for carrying out agricultural conservation program, price support programs as assigned, acreage allotment and marketing quotas, etc.
(d) Direct the activities of community committees
(f) Recommend changes in boundaries of communities
(g) Make information available to farmers
(l) Conduct hearings and investigations
7.22 Community committees
(a) Assist county committee
(c) Arrange meetings, etc. for farmers

Removal of Officers

7.26 No committeeman, etc. may use his office to promote any private business interest.
7.27 (a) No committeeman, etc. may be a member of county governing body or hold elective federal, state or county offices, except school boards, etc.
(b) May not be candidate for office
(c) May not be officer or delegate or employee of political convention
(e) May not engage in certain specified political activities
(1) Solicit contributions in any federal building or of other

committeemen, etc.
(2) Use influence to "stimulate" contributions.
(committeemen)

7.28 Any person who does not fulfill his job properly, commits fraud, etc., may be suspended by State Committee or Deputy Administrator. He must be given written notice of reasons. After investigation, he may be removed or restored.

7.29 Committee Office Personnel are removed in the same manner exc:
(a) County Office Manager may be suspended by county committee, state committee or Deputy Administrator. May not be restored without approval by State Committee.
(b) Others may be suspended by County Office Manager, County Committee, State Committee or Deputy Administrator.

7.31 If removed by County Office Manager or County Committeemen, may appeal to State Committee or Deputy Administrator may appeal to Deputy Administrator.

7.37 Even though they have delegated authority to committees, the Secretary, Administrator and Deputy Administrator may still exercise any of the powers granted to them in this area.

II. Currently, farmer committees administer locally the following programs:

1. Acreage allotments and marketing quotas
2. The Agricultural Conservation Program
3. Price support loans and purchase agreements
4. The Sugar Program
5. The Conservation Reserve of the Soil Bank
6. The Wool Program
7. The 1962 Feed Grain Program
8. The 1962 Wheat Stabilization Program
9. The Disaster Feed Program
10. Special programs assigned by the Secretary of Agriculture or Congress.

WASHINGTON HUMAN RIGHTS PROJECT
619 G STREET S.E.
WASHINGTON 3, D. C.

LI 4-8138

WILLIAM L. HIGGS, DIRECTOR

MEMORANDUM

PURPOSE: Mutual aid and co-operation between civil rights groups and military base commanders.

Background

The policy of equal treatment and opportunity for all members of the Armed Forces has been firmly avowed and in the main conscientiously practiced within the military since President Truman's Executive Order No. 9951 of July 26, 1948. At that time, the President declared, ". . . there shall be equality of treatment and opportunity for all persons in the armed services without regard to race, color, creed or national origin." In the fifteen years that have passed, the Armed Forces, owing in part to its hierarchical structure and rigid codes of discipline, have to a large extent been able to implement Truman's order. On-base facilities have been desegregated. Nevertheless, in many areas of the country, particularly in the South, local discrimination laws and customs severely restrict and humiliate Negro service men attempting to use off-base facilities. A Negro captain on a weekend "liberty pass" may find that he is not really at "liberty" but at bay in a hostile community that subjects him to constant disgrace and forces him to ride in segregated buses, eat in segregated restaurants, drink in segregated bars and attend segregated movie theaters. If he lives off-base, even his housing is likely to be segregated and unsuitable by military standards. As a final slap, he must send his children to segregated and inferior schools. Clearly, all this treatment places an unwarranted burden not only upon the persons affected, but also upon the military installation and its commander who is responsible for the welfare, happiness and morale of the men under his command.

In recent years, several memoranda issued by the Department of Defense have sought to deal with the problem of segregated off-base facilities. Little, however, in the way of positive, affirmative action has occurred. In part, this situation has resulted from the absence of strong imperatives from the Department of Defense, lack of information regarding off-base conditions, and obstinacy from the local community.

Up to the present time, base commanders have felt that their duties were primarily restricted to the base itself. They have not conceived it within their sphere of activity to meddle with the local racist laws and customs governing the off-base community. They have been content to maintain harmonious relations with the town by upholding the status quo. Usually this has been done by seeking advice from the local Lions or Rotary club. Since in the South these organizations are segregated, the commander thus has access only to the views of the white community. Even if the commander is personally inclined towards a policy of racial non-discrimination, he often lacks the information necessary for him to get in contact with the Negro community.

Recent Military Directives Dealing with Desegregation

In the light of recent directives issued by the Department of Defense, it has become highly advantageous for civil rights groups located in communities boarding military bases to make contact with the commander and attempt to convince him that it is to his advantage and the advantage of his men that town facilities be desegregated. Cooperation between civil rights groups and base commanders is by no means inconsistent with the military's position on segregation. On June 19, 1961, a memorandum from the Department of Defense stated that, ". . . in those areas where unsegregated facilities are not readily available to members of the Armed Forces in adjacent or surrounding communities, it is the policy of the Department of Defense to provide such facilities on military installations to the

extent possible. In addition: local commanders are expected to make every effort to obtain such facilities off base for members of the Armed Forces through command-community relations committees." (emphasis added) An "instruction" issued by the Secretary of the Navy further states that local commanders are "expected, through command-community relations committees, to make continuing efforts towards obtaining unsegregated facilities off base for members of the Armed Forces. In these endeavors, the local commanders should ensure that effective liaison is established with influential local community organizations... Membership of the command-community relations committees should include local leaders from all ethnic groups." (emphasis added) Highly pertinent is a June 21, 1963, directive from the President to the Defense Department stating that military base commanders are expected to take the "leadership" in the drive to desegregate off-base facilities. Implementation of the above military directives hinges upon the cooperation of the military with civil rights groups. To ensure this cooperation, the following steps are offered as a guide:

1) Contact the local commander by letter. (Be sure to make a carbon copy.)

2) Inform him that your group substantially represents the interests of the local Negro community, and that you are interested in aiding and assisting him in any efforts designed to lessen racial discrimination in off-base facilities to which his men are subject.

3) State that it is your understanding that command community relations committees have been suggested by the Secretary of Defense in his June 19, 1961 memorandum, and that it is your belief that many of the humiliating experiences of Negro military men could be lessened if the committee included persons of all ethnic groups within the community.

4) Offer concrete suggestions as to how you and your group might be of assistance. For example, you might offer to help military personnel find suitable off-base housing. This will probably be of particular interest to the commander in light of Secretary of Defense McNamara's March 8, 1963 memorandum stating, "all leases for family housing which are executed on behalf of the United States government pursuant to the authority contained in Section 515, Public Law 161-84, as amended. . . shall contain the following clause: 'It is understood and agreed that the government will assign the designed premises to military personnel in accordance with Executive Order No. 11063, dated Nov. 20, 1962,

which provides that housing and related facilities shall be available without discrimination among tenants because of race, color, creed or national origin.'"

5) If the commander does not reply, or if he refuses to give any consideration to your suggestions and offers, draft a complaint to the Secretary of Defense, stating your position in the Negro community, your willingness to assist the local commander, and his refusal to cooperate. Be sure to enclose a copy of your original letter to the commander and a copy of his reply, if any.

In all cases relations with the local military establishment must be executed with a good deal of diplomacy. Threats of demonstrations and sit-ins may only encourage a withdrawal on the part of the commander. As of the present, he is not under military orders to form committees. In the past, his only contact has been with the white community. If for any reason he feels that you or your group is irresponsible, he will continue to have contact only with the white community. If, however, cordial relations are established, the benefits to the civil rights movement could be great indeed.

1) The Negro community would have equal access to a forum consisting of influential whites and under the auspices of an outsider who has the prestige and status that command the respect of the white community. Moreover, the command-community relations committees would give Negroes a chance to help the commander in his efforts to desegregate off-base facilities.

2) Many bases have non-utilized buildings and rooms. It is very possible that local commanders might allow these facilities to be used for voter registration classes, meetings, seminars, etc. This would give the Negro community a place of assembly free from harassment.

3) Almost all military bases of any size have trucks and buses. It is again highly conceivable that these might be used for transportation to the registrar's office, the polls or to the base for meetings. This would help to eliminate many of the dangers Negroes have encountered.

4) Recently the Department of Defense has declared that it is acceptable with the military if off-duty military personnel participate in peaceful demonstrations. If service men do demonstrate, it is very likely that some of them may be arrested by the local white authorities. The military may then be forced to use its lawyers and money in order to secure the release of these men. However, military lawyers arguing for the release of military service men will also be directly arguing the case of all demonstrators arrested. Thus, Negro civilians may find that they can seek the legal advice and counsel of military lawyers.

5) Most bases have a variety of recreational facilities, i.e. swimming pools, theaters, etc. It is possible that some of these might be made available to the public on certain days. Commanders might also be persuaded to allow the use of mimeograph machines, typewriters, educational films, etc.

6) Large bases may have radio stations or inter-base communications facilities. These might be used to advertise civil rights activities in town and to encourage off-duty servicemen to participate in demonstrations.

7) Finally, and perhaps most important, the Negro community may soon find that the military is taking an active part in the desegregation of off-base schools, restaurants, recreational areas, etc. by:

   a. instituting law suits in conjunction with the Justice Department,

   b. declaring segregated establishments off limits to <u>all</u> military men, and

   c. placing economic sanctions upon town merchants who have dealings with the base.

Cooperation between civil rights groups and the military depends to a large degree upon the individual commander and his personal attitude towards the question. Nevertheless, whether the local commander is willing to help or not, it is important to record with him the existence of your group. Even more important will be the complaints you register with the Secretary of Defense. For within the next two months it is expected that local commanders will be <u>ordered</u> to 1) set up biracial command-community relations committees; 2) use "persuasion" as far as possible; 3) take more positive steps in securing desegregation of off-base facilities.

Complaints dealing with the military should be sent to:

1. Secretary of Defense McNamara, Pentagon

2. Lee White, Special Assistant to the President, White House, Washington 25, D.C.

ADDENDUM

Within the month and a half since the first part of this memo was written, events in the Defense Department have proceeded at a rapid rate. The public controversy and the concomitant military action was spurred by the barbed remarks of Gov. Wallace. On July 15 Wallace charged that "The Air Force is encouraging its personnel to engage in street demonstrations with rioting mobs and is even offering training credits as an inducement." To many people within the Civil Rights Movement the Wallace statement came as surprising but happy news. However, to those in the Defense Department the wording of the statement was a point of embarrassment. Thus the following day Secretary of Defense McNamara, in an attempt to clarify the Department's position, issued orders restricting military participation in racial demonstrations. He declared that it would be inappropriate to participate in such demonstrations when the Department was implementing the proposals of the President's Committee on Equal Opportunity of the Armed Forces. The order, however, was not designed to represent a complete ban on participation in racial demonstrations. The Secretary indicated that it would be up to the local commander in each instance to decide whether to permit demonstrations.

Quite naturally the military does not want to become involved in the social problems of the country. The Defense Department "has only one mission, to be combat ready to meet and defeat any military threat to this nation's security." However, when national social problems affect the military preparedness and moral fiber of the men who must defend the country, then the Defense Department believes it has a legitimate cause for concern. Thus on July 26 a directive was issued by the Department stating that "every military commander has the responsibility to oppose discriminatory practices affecting his men and their dependents and to foster equal opportunity for them, not only in areas under his immediate control, but also in nearby communities where they may live or gather in off-duty hours." The directive went on to state that "instructions, manuals and regulations" would be drawn up to help guide commanders in this new area of their activity. And finally the Department created a new office of Deputy Assistant Secretary of Defense for Civil Rights. This post has subsequentially been filled by Mr. Alfred Fitt.

Within the period of a month, certainly not more than two months, all commanders in the U.S. will be given explicit directions through "instructions, manuals, and regulations" on how to handle racial discrimination in their area. (One of the most powerful weapons commanders may ultimately rely on is the use of the "off-limits" sanction. This is the device commonly employed to restrict off-base vice.)

The military has finally recognized that it cannot afford to disregard the inequalities facing Negro service men. It

has begun to take part in an active fight for the equal treatment of all citizens of America. Hopefully it will be as vigorous in this fight as it has been in others.

Complaints dealing with the inactivity of local commanders should be sent to:

Alfred Fitt, Deputy Assistant Secretary of Defense
(Civil Rights)
Pentagon
Washington, D.C.

Segregation I R
Higher Ed.

RECEIVED
APR 4
Southern Regional Council

April 1, 1953

Mr. Algo D. Henderson, Professor
University of Michigan
Ann Arbor, Michigan

Dear Professor Henderson:

This letter is in further reply to your letter of March 20, 1953 seeking information on the progress that has been made in providing equality of opportunity on the college level in the South.

Our office has not made a summary of these events since the Southern Regional Council, also located in Atlanta, has excellent information on this subject. The Southern Regional Council maintains an up-to-date list of the colleges and universities in the South which have opened their doors to Negro students and reports such information from time to time in their periodical New South. Enclosed you will find several extra issues which the Council sent us which we are forwarding on to you which relate to changes at the college, graduate school and professional level. May I call your attention to the following articles:

(1) A. A. Morisey, "A New Trend in Private Colleges" August-September, 1951
(2) Colgate W. Darden, Jr., "Justice and Opportunity" March, 1951, pp. 5-7
(3) "Southern Graduate Schools Come Abreast of Court Decisions" September-October, 1950, pp. 4, 5, 8
(4) "Professional Associations Drop the Color Bar" July, 1950, pp. 1-4

The data of articles 1 and 3 are brought up to date in the mimeographed list which is enclosed.

The Southern Regional Education Board policy over the years has been that the question of segregation is one for each state to decide. Since the Board is an instrument of fourteen states, serving states with differing policies, it can not have a policy for or against segregation. Since the regional program operates to advance knowledge and to improve the social and economic level of the region, and to serve all the youth of the region, it recognizes that all groups of educational leaders should participate in making decisions affecting the program. As a result, there are Negro members on the Board from almost all states and representatives on the Board's executive committee. Negro educators participate in every regional conference and are members of every commission.

The Board has been sustained by the Courts in maintaining that regional arrangements in education do not modify state laws for or against segregation. The Board of Regents of the University of Maryland defended itself against a suit for admission

of a Negro student into the School of Nursing claiming before the Baltimore City Court that a regional education arrangement with Meharry provided "equal facilities" for the nursing education of the Negro citizens of Maryland. When the Regents and the President of the University of Maryland refused to withdraw the case, the Southern Regional Education Board intervened as amicus curiae in the Baltimore City Court. The Board made its opposition to the University of Maryland's use of the Compact in this way quite plain by the following statement:

> "The Board's position is that it shall make regional arrangements to supplement educational facilities within States. It is not the purpose of the Board that the regional Compact and the contracts for educational services thereunder shall serve any state as a legal defense for avoiding responsibilities established or defined under the existing State and Federal Laws and Court decisions." (Number 139, Court of Appeals of Maryland, October term, 1949, Brief and Appendix of Appelant, pp. 41-42.)

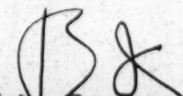
The fact that the United States Supreme Court refused to review the Maryland Court of Appeals ruling in favor of the petitioner, Miss Elizabeth McCready, gives added significance to the Board's intervention.

Enclosed please find a mimeographed document entitled, "A Look at the Contract Programs." There are approximately 290 Negro students and 769 white students enrolled under the contract program in medicine, dentistry, veterinary medicine and social work. You may be interested in reading the institutional reports of Meharry Medical College, Tuskegee, and Atlanta University. It seems clear that at least two of these institutions have made important gains in the quality of the program which may be credited in part to the Regional Education program. Meharry Medical College, as you probably know, was saved from closing by funds from the Board and aided in its reorganization by Board committee and consultant advice.

I do not have a suggestion at the moment as to how one should define the remaining problems. My observation is that substantial changes are taking place at the graduate school level and undergraduate college level. How far and how fast this movement will extend down to the public school levels will depend, in part on, action by the U. S. Supreme Court on cases now pending.

If you would like to have me review a draft of your definition of these remaining problems, or your paper as a whole, I should be glad to give you my reactions and suggestions. If I may be of assistance to you in any way, please feel free to call on me.

Sincerely yours,



John E. Ivey, Jr.
Director

JEI:rfl
enclosure
cc: Mr. George S. Mitchell

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

February 15, 1955

WHAT'S HAPPENING TODAY IN THE SOUTH?

The South's first interracial workshop on United Nations is described in the enclosed article by Avrahm Mezerik in The Nation. It is a report of one of the workshops held at Highlander this past summer, and portrays the kind of learning and cooperative thinking which develops when people of all races and religions have a chance to live and work together.

As you probably realize, this is a rare occurrence in the South where the usual pattern is still segregation and discrimination.

Highlander has had twenty-two years of practical experience in training adult leaders for work with farm, labor, church and school groups on a non-segregated basis. Today we are concentrating the major part of our staff work on promoting a practical long-term program for bringing about an orderly transition from segregated to better schools for all children throughout the South.

We hope you will want to join with people from all over the country who are helping to support Highlander's work. Contributions to Highlander Folk School are tax-deductible.

Myles Horton

Henry Shipherd

Reprinted from

THE Nation

Experiment in the South

by A. G. Mezerik

Monteagle, Tenn.

THE South's first interracial "workshop" on the United Nations was held recently at Highlander Folk School. Here, atop a mountain in Tennessee, a Negro bus operator from South Carolina, a young man from Travencore, India, a judge from the Cumberland plateau, students from Fisk, a Negro university, and the white University of Tennessee, union men, farmers, and educators gathered to talk about the U. N. and to decide what they could do to support it, if they approved of it.

When the week started, most of the groups had only a hazy notion of what the U. N. was. Their preconception of it as either sinister or beneficial depended on the information, or lack of it, which had seeped down to such places as Greenville, Alabama; Charleston, South Carolina; Edenton, North Carolina; Tallahassee, Florida; and Tracy City, Tennessee—a few of the many post-office addresses on the registry. As they listened and talked in the Highlander rough-hewn library or in a classroom which doubles as a dining-room, they discovered that the U. N. was related to their own experience. Their little multiracial group, as the week progressed, became a unity—not just a gathering of individuals. They were no longer conscious of dividing skin colors and accents.

Fred Bennett, from Alabama's black belt, brought one part of the story into focus. A family farmer, Fred carried to Highlander the ancient belief that if the need arose he could lock his front gate and, self-sufficient in his isolation, get along fine. But after a couple of days he told the others that he had changed his mind somewhat. Up the U. N. road a piece Fred found the Food and Agriculture Organization and learned about cooperatives, and realized that the latter could be a sorely needed method of increasing his bargaining power. A little farther along he decided that the hungry peoples of the world and this country's huge farm surpluses—part of which he produced—were both very much his business, and that he could only transact this particular business through the U. N. Proceeding from that hunger and those surpluses, Fred Bennett discovered the International Children's Fund and a way of satisfying his yearning to help the downtrodden. No one could doubt his sincerity when, after the evening meal, with the dishes cleared, Fred lifted his warm voice, together with the other students, in singing the spirituals which tell of his people's years of slavery.

Esau Jenkins, community leader of John's Island, South Carolina, listened intently to the discussion of a subject which the U. N. General Assembly lists as "The Question of Race Conflict in South Africa Resulting from the Policies of Apartheid in South Africa." He understood what was going on in South Africa, for segregation and race discrimination are familiar to him. He was deeply disturbed that the U. N. had been able to do so little about it.

The county judge, a mountaineer all his life, contended that the whole idea of the U. N. was wrong. "You can't trust the Russians; they'll never keep an agreement." His neighbor, Julie Mabee, workshop director, and Myles Horton, Highlander's dynamic founder, grappled with that one. An answer was found in the Tennessee hills. Not many years ago union organizers in the coal mines were met by machine-guns. Mine owners made the rules and broke them at will. Today those same mine owners live up to agreements into which they have freely entered. They may still own the machine-guns, but they don't use them anymore.

The judge remembered how things used to be, as did other workshop participants, themselves veterans of union struggles and employers' strong-arm methods. Their recognition of the change helped them decide that it might be well to take a chance on Russia's word, if an international agreement could be reached.

That is how this workshop in the Cumberlands found its way to understanding the U. N.—almost always by relating U. N. activities to matters previously understood. The nebulous desire for peace became concrete as a Fisk student spoke of his ambition to work with foreign student groups and of his interest in UNESCO. "I'll have to get started quick," he said, "before I'm drafted."

Eager to lend their support to the U. N. the students, characteristically, determined to begin at home—by demanding an end to segregation in Southern groups working for the U. N.—for example, some chapters of the American Association for the United Nations. That, they thought, should be the first step in integrating the South with the United Nations.

A. G. MEZERIK is the editor of the International Review Service and author of "Pursuit of Plenty" and other books.

The Nation, 333 Sixth Avenue, N.Y.C. 14

HIGHLANDER FOLK SCHOOL

Monteagle, Tennessee

GENERAL DATA

Highlander Folk School was established in a rural community in 1932. The school is operated the year round with concentration on residential schools in summer and fall. Follow-up and field work goes on throughout the year. The school is always open to the community. No academic credit is given.

PURPOSE

Highlander was established to provide an adult residential center in the South for the development of community leaders among school, church, civic, labor and farm groups, and for liberal education. This purpose has not changed.

PLANT

Located on 200 mountain acres are the main building used as a dormitory, for meals and meetings; the library, also used as a conference room; the community building; the audio-visual aids building; three cabins for families (students or guests); four homes for staff. The entire plant is used during sessions on a year-round basis. The plant is not shared with another group and does not use buildings of any other organization. However, other groups such as church, educational, civic, labor and farm groups may use the school's facilities if their objectives do not conflict with the school's policy and if the school's staff is used in planning and program.

LIVING ARRANGEMENTS

The staff and students eat and live together. Permanent staff lives the year round on premises. Maintenance personnel and a cook are hired during sessions. Staff and students take care of their own quarters, set tables, serve meals, wash dishes and do other minor clean-up work.

POLICY FORMULATION

A self-perpetuating Executive Council of twenty recognized southern leaders, including the director and staff, formulates over-all policy.

STAFF

The staff consists of 5 permanent and 5 to 10 part-time members, including the director who is selected by the staff. Permanent staff members are selected by the staff with Executive Council approval. They hold no other positions. Part-time staff members are selected by the permanent staff and may hold positions as teachers, students; government, labor, co-op officials; community organization employees, etc. Qualifications necessary for staff members are: practical experience in dealing with people, experience with organizations, demonstrated democratic philosophy in practice as well as in theory, a liberal education,

flexibility and interest in the school's aims and methods. There is continuity of teachers from year to year. Staff members engage in local, state and regional activities and organizations such as community and public school affairs, local politics, farm and labor organizations; religious, educational, and interracial organizations.

SOURCE OF INCOME

Last year individuals contributed 42% of Highlander's income; organizations, 1%; funds and foundations, 50%. Income from tuition was 3%, and income from all other sources (visitors' room and board, sale of literature, farm income) represented 4% of the total.

STUDENTS

Students are recruited mainly by former students and through staff field trips and contacts. Announcements and letters are sent to former students, organizations and other personal friends of the school. The area from which students are drawn is primarily the South, but a limited number are accepted from other regions and foreign countries. There are no limitations concerning educational qualifications, sex or race; and ages range from 16 to 90. Students are financed by scholarship funds contributed by supporters of Highlander, by organizations who send representatives to workshops, and by themselves.

PROGRAM

The primary purposes of the program are to enrich the life of the individual and help him to solve his own problems, and to develop community and organization leaders to solve the problems of an area or group. The program is conducted by the director and staff. Program planning is the staff responsibility but is done in consultation with the Executive Council and interested people, as a first step; then, a planning conference including staff, consultants and students; finally, the staff and student steering committee plan the day-to-day program.

Highlander conducts its program through living, working and learning together in a democratic situation, through the media of workshops, discussion groups, visual aids, research and study, and a recreation program which includes dramatics and music.

RECORD OF RESIDENT PROGRAM - 1954

Workshops	One week, on Desegregation of Schools. One week, on the United Nations. Weekend, on Human Relations, for college students. Average attendance, 35 students; cost $48 per week.
Community Meetings	Eastland hearing discussion. Report of Steward Meacham on India. Series of ten weekly meetings on Human Freedoms. Series of four sessions on the Jeffersonian Heritage.

HIGHLANDER WORKSHOP SCHEDULE FOR 1955

1 - Spring Weekend Teachers Workshop - Date pending.

A group of public school teachers and administrators from Knoxville and Chattanooga want to spend a weekend together to compare notes and plan for further community action on desegregation in the schools.

2 - Furniture Workers School - May 29 - June 5.

Local union officers and field representatives from the Furniture Workers Union in seven southern states have planned a week of leadership training and union education.

3 - Family Vacation Camp - June 12 - June 18.

Families of former students, Executive Council members and friends of Highlander plan to get acquainted with each other and each other's children by spending a week together at Highlander.

4 - Summerfield Community Day Camp - June 27 - July 1.

Zilphia Horton has had a group of ten to twelve teen-age girls from the community meeting weekly for music and folk dancing at Highlander. She plans to have them together for day-long programs of craft work, music, dancing and swimming during this period. May Justus, a mountain neighbor and well-known writer of children's books, will assist with the camp program.

5 - United Nations Workshop - July 3 - July 9.

The U. N. Workshop which was so successful last year will be repeated on a broader basis this summer and serves to bring together Southerners from all walks of life who have a common interest in building for a world without the racial and religious conflicts which lead to war.

6 - Workshop on Public School Desegregation - July 24 - August 6.

A workshop session for men and women in positions to provide community leadership for an orderly transition from a segregated to a non-segregated school system in the South.

7 - Community Leadership Workshop - August 28 - September 3.

This time has been set aside for a workshop on community leadership training and can be developed to fit the needs and requests of those who find it impossible to attend the July workshops.

Highlander Folk School
Monteagle, Tennessee

Rev. 6/20/55

SOUTHERN REGIONAL COUNCIL, INC.
63 Auburn Avenue, N.E. - Room 432
Atlanta, 3, Georgia

Affiliated State Organizations

Alabama Council on Human Relations

Rev. Duncan Hunter, Chairman
First Methodist Church
Alexander City, Alabama

Rev. Robert E. Hughes, Exec. Sec.
Moore Building, Room 206
Court Street
Montgomery, Alabama

Arkansas Council on Human Relations

Mr. Fred Darragh, Chairman
1401 East Sixth Street
Little Rock, Arkansas

Mr. Nat Griswold, Exec. Sec.
211 Izard Street
Little Rock, Arkansas

Mr. Christopher Mercer,
Associate Exec. Sec.
P. O. Box 426
Pine Bluff, Arkansas

Florida Council on Human Relations

Mr. Paul Finner, Chairman
930 West Park
Tallahassee, Florida

Georgia Committee on Interracial Cooperation

Rev. G. E. Clary, Chairman
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dr. Guy H. Wells, Exec. Sec.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Mr. Lucius Pitts, Assoc. Exec. Sec.
Holsey-Cobb Institute
Cordele, Georgia (half-time)

Kentucky Council on Human Relations

Mr. W. H. Perry, Chairman
2320 West Chestnut Street
Louisville, Kentucky

Dr. Hugh A. Brimm, Acting Exec. Sec.
1319 Heyburn Building
Louisville, Kentucky

Louisiana Council on Human Relations

Rev. Albert D'Orlando, Chairman
First Unitarian Church
1806 Jefferson Avenue
New Orleans, Louisiana

Mr. Milton Conrad Vigo, Exec. Sec.
303 Board of Trade Annex Building
New Orleans 12, Louisiana

Mississippi Council on Human Relations

Rabbi Charles Mantinband, Chairman
808 Mamie Street
Hattiesburg, Mississippi

Mrs. M. J. Lyells, Exec. Sec.
1104 Lynch Street
Jackson, Mississippi

North Carolina Council on Human Relations

Mr. R. D. Wellons, Chairman
President
Pembroke College
Pembroke, North Carolina

Mr. Harry S. Jones, Exec. Sec.
121 East Third Street
Room 209
Charlotte, North Carolina

South Carolina Council on Human Relations

Mr. J. Claude Evans, Chairman
P. O. Box 867
Columbia, South Carolina

Mrs. E. H. Spearman, Exec. Sec.
1508 Lady Street
Columbia, South Carolina

Tennessee Council on Human Relations

Mr. Haskell Miller, (Acting) Chairman
University of Chattanooga
Chattanooga, Tennessee

Mr. Clarence L. Hughes (office manager)
Room 420 Jackson Building
Cherry and 7th Sts.
Chattanooga, Tennessee

Texas Commission on Race Relations

Mrs. James S. Crate, Chairman
2410 Inwood Drive
Houston 19, Texas

Mr. Thomas S. Sutherland, Exec. Sec.
309 West 21st Street
Austin, Texas

Virginia Council on Human Relations

Rev. W. Carroll Brooke, Chairman
Box 203
Staunton, Virginia

Mr. John H. Marion, Exec. Sec.
Bon Air Presbyterian Church
Buford Road
Bon Air, Virginia (temp. address)

Mr. William Cooper, Assoc. Exec. Sec.
Hampton Institute
Hampton, Virginia (half-time)

July 23, 1956

Mr. Myles Horton
Highlander
Monteagle, Tennessee

Dear Myles:

It was a real pleasure to be with you and Mrs. Clark and the group at Highlander. I appreciated the opportunity of speaking with the group about developments in the South.

I have just received the July issue of Highlander Reports with the many wonderful things about Zilphia in it. Certainly the letters express far better than any formal testimonial the love the people had for her and indeed, the love she had for the people. It is indeed wonderful to know that a person's efforts are appreciated and not forgotten when they pass on. There is no better moving memorial to a person than she be remembered by those with whom she worked and such is the case with Zilphia.

Best personal regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR:mbo

Highlander Folk School
Monteagle, Tennessee

WORKSHOP ON DESEGREGATION
July 24 - August 6, 1955

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(Civic Association, Tuskegee)

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(Brighton Civic Association)

Mr. Lawrence Bryant
Wrigley, Tennessee
(Local 314, Mine, Mill & Smelter)

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(Public Health Doctor)

Miss Earline Evans
Strawberry Plains, Tennessee
(Teacher)

Mr. Elijah Freeman
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(Citizens Club of John's Island)

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Tuskegee Institute, Alabama
(Dean of Students; Civic Association)

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(N.A.A.C.P.)

Visitors from
American Friends Service Committee
Internes in Industry Project
c/o Morehouse College
223 Chestnut Street, S.W.
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Veronique de Coppet
Gabriel Frommer
Columbus Posey
Virginia Scott
Garry Singleton

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Henry Shipherd
Betty Shipherd
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HIGHLANDER "YOUNG FRY"

Charis Horton
Thorsten Horton
Penny Fillman
Harriett Jenkins
Peter Eliot
Dorothy Eliot
Hope Eliot
Holly Eliot
Kathy Shipherd
Mike Kennedy
Cleopatra Howard

BASIC POLICIES FOR PRESENTATION
TO LOCAL SCHOOL BOARDS PREPARED
BY HIGHLANDER FOLK SCHOOL
WORKSHOP ON PUBLIC SCHOOL
DESEGREGATION - JULY 24 - AUGUST 6, 1955

The United States Supreme Court having made its decision and handed down its decree, the focus of individuals and groups interested in racial desegregation in the schools has changed. The question is no longer, Shall we have desegregation? The questions now are: When shall the schools be desegregated; and, What basic principles shall be followed to assure that desegregation will be accomplished speedily, effectively, and with as little friction as possible?

It is of first importance that the school board set a definite time for desegregation and formulate plans for putting it into effect.

In considering desegregation, the workshop has had the benefit of information on the situations in a number of communities in the South. From the information available, it is apparent that the situations vary considerably from community to community. This means that progress in the respective communities will not be uniform, either in timing or method. However, there are some basic objectives which can be set out as a general guide for interested citizens and groups in all communities. They deal with pupil desegregation, teaching staff integration, and educational activities to assure progress and understanding.

I. PUPIL INTEGRATION

A considerable amount of information is available on the experiences of communities which have desegregated their schools. This information makes it clear that desegregation will be accomplished most effectively if two basic policies are followed:

A. Pupils, regardless of race, shall be assigned to schools on the basis of residence. Boundary lines for school districts should be drawn in a way to assure that every child shall attend the school nearest to his home. This rule should be strictly followed, except for special considerations of safety or effective use of school facilities. For example, it is a common rule that children should not be required to cross a major arterial highway. School facilities, particularly since schools in most communities are crowded, should be used to the fullest extent possible and in ways to equalize the pupil-teacher ratios.

B. All grades should be desegregated at the same time. Plans for gradual desegregation, as for example beginning by desegregating the first grade only the first year, or by setting up a pilot school, should be watched for and avoided. Such plans would create more problems than they would solve, both administratively and psychologically. They would prolong as much as 12 years the period in which bad feeling and animosity might develop. They would create problems as between desegregated and other classes in the use of cafeterias, wash-rooms, and other common school facilities. They would promote tensions between children, both in classes and in families where one child might be attending a desegregated class

while others remained in segregated classes. They would create minority problems within schools, since in the early years of desegregation the population of some schools would be overwhelmingly either white or Negro.

From an administrative standpoint, these methods of desegregation would for all practical purposes create three school systems - White, Negro and Integrated - in place of the present two.

C. Additional considerations should be kept in mind. All children should be given the same basic curriculum opportunity, and each school should provide the widest scope of educational opportunities possible. Transcripts of pupil records on promotion or transfer to other schools should not contain special racial, religious, or color designations.

All special institutions which come under the jurisdiction of the school board, such as schools for handicapped children, should be desegregated in the same way as regular schools.

II. INTEGRATION OF TEACHERS AND OTHER SCHOOL STAFF

All school system personnel should be hired, placed, retained, and promoted without reference to race or religion. This includes teachers, administrators, custodial employees, and others. Abolition or consolidation of schools must not be regarded as abolishing the positions of teachers and other employees in such schools. All employees should be regarded as employees of the school system rather than of particular schools. A single list of all school personnel should be kept by the personnel department and all reference to race or religion should be omitted from personnel records, including application and evaluation forms.

All personnel should be protected by tenure, contract, and retirement. In most states, tenure laws would assure retention of teachers of longer experience, in the event that desegregation requires a reduction in the staff. In states having no tenure laws, local boards of education should follow the general practices required under accepted tenure laws elsewhere.

All school board employees should be protected by contracts which provide the following: place of employment, duration of term of employment and salary, including the number of equal payments to be made. No one who has served six months or more should be dismissed without an opportunity for a hearing before the board of education.

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Highlander Folk School
Monteagle, Tennessee
August 8, 1955

For immediate release

Monteagle, Tennessee--Grade by grade desegregation of schools would create grave administrative and psychological problems and would prolong the time when serious friction might develop. This was one of the conclusions of the 48 white and Negro Southerners attending a Highlander Workshop July 24 to August 8.

It was pointed out that grade by grade desegregation would in effect set up three school systems--white, Negro, and desegregated.

Plans for desegregating the Oak Ridge, Tennessee, schools were described in detail by T. H. Dunigan, Principal of Oak Ridge High School. The Washington, D. C, story of a year's successful experience with public school desegregation was told by Miss Irene Osborne, Washington Representative of the Community Relations Program, American Friends Service Committee. Herman Long, Director of the Race Relations Department at Fisk University, described successful programs of desegregation in Arkansas, Texas, and border states.

Other speakers and discussion leaders included Dr. Charles Gomillion, Dean of Students at Tuskegee Institute; Dr. F. A. Patterson, Director of Phelps-Stokes Fund; Fred Routh, of the Southern Regional Council; and John Bolt Culbertson, attorney, of Greenville, South Carolina.

Workshop participants from Knoxville and Chattanooga, Tennessee; Montgomery, Bessemer and Tuskegee, Alabama; Columbia and Charleston, South Carolina, and rural parts of the South, told of small groups of interested citizens meeting quietly to build favorable sentiment for desegregation.

A "Guide to Action" was written by the participants from the experiences reported at the workshop, and a "Statement of Principles" which should govern public school desegregation was drawn up for use by local citizen committees in dealing with school officials. Teachers of both races exchanged views with farmers, industrial workers,

parents, ministers, public health officials, lawyers, and representatives of the N. A. A. C. P., Southern Regional Council, Fellowship House, and PT-A groups. Neighbors of Highlander and members of an American Jewish Society for Service workcamp group joined in some of the sessions and in the evening programs of movies, role playing, singing and square dancing.

The workshop closed with specific plans by people from each of the 20 cities and communities represented, to bring about a prompt and orderly transition from segregated to desegregated schools.

Some planned to return for the Community Leadership Workshop at Highlander August 28 to September 3, when group participation, dealing with controversial issues, and improving volunteer leadership will be among the topics discussed.

Members of the Highlander staff responsible for the workshop were Myles Horton, Zilphia Horton, Henry Shipherd, Betty Shipherd, Septima Clark, and Elizabeth Jenkins.

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1956 HIGHLANDER WORKSHOPS AND SESSIONS

A residential adult school provides an "opportunity to discover oneself, not only as an individual, but as a participant in a community." A former workshop participant said,

> Living together and the sharing of responsibilities and experiences are as vital a part of the educational process as the discussions, study and lectures.

COLLEGE WORKSHOP

March 30-31, April 1

Graduate and undergraduate students, interested in playing an active role in the integration of Negro and white students in universities of the South, will exchange ideas and experiences and plan a program of action to fit their individual campus needs.

For further information write to Sue Gwynn, 3919 Kingston Pike, Knoxville, Tennessee.

FARMERS SCHOOL

June 17 - 23

Family-type farmers and rural community leaders will discuss:

Better ways of farming.

Consumer and producer cooperatives and credit unions.

Developing rural leadership.

Bridging the gap between the farm and city people.

Rural services available will be explained, and farm specialists will act as consultants.

Movies and field trips will be part of the program.

PUBLIC SCHOOL INTEGRATION WORKSHOPS

July 15 - 21

August 5 - 11

August 19 - 25

Workshop Topics

Progress in human relations made in South during past year.

Analysis of state plans for and against integration.

Study and use of Guide to Action for Public School Integration.

How to work effectively with local school boards.

Planning follow-up community action.

As a continuation of and immediately following each of the one-week workshops, those who desire may spend an additional week evaluating and putting the results of the workshops into usable form.

The second week may also be used for reading and study in the library.

HIGHLANDER is on a 200-acre Cumberland Mountain farm and woodland with a well-stocked lake for fishing and swimming. Students will share sleeping quarters in the farmhouse or in cabins.

Life at Highlander is very informal. Everyone dresses for comfort. The days are warm, evenings usually cool. The workshop schedule provides ample time for reading, informal talks, singing (bring musical instrument if you play), square dancing, swimming, fishing and picnics.

WHO IS ELIGIBLE Anyone affiliated with educational, religious, fraternal or intercultural organizations or otherwise in a position to provide community leadership.

COST $48.00 (or $8 per day) for room, board and tuition.

SCHOLARSHIPS may be provided on request. If the cost of room, board and tuition is prohibitive, and you will let us know the scholarship aid needed, we will try to make it possible for you to participate.

APPLICATION for Farmers School and Integration Workshops may be made by letter to HIGHLANDER FOLK SCHOOL, Monteagle, Tennessee.

HIGHLANDER

WORKSHOPS ON PUBLIC SCHOOL INTEGRATION

JULY 15-21
AUGUST 5-11
AUGUST 19-25
1956

HIGHLANDER WORKSHOPS . . "are designed to meet the needs of adult citizens who have a genuine interest in implementing the Supreme Court's decision, and who are seeking help in knowing how best they can work. The workshop sessions rely on group discussion in which the common problems of different areas are used as the material for discussion. Staff persons and invited consultants take part in the total process lending help when needed, but not dominating the discussions and not converting the sessions into an academic routine. Participants learn, and learn a remarkable amount, in a short time, because they are doing it themselves and because the work stays close to the needs they feel." — IRENE OSBORNE, American Friends Service Committee.

WORKSHOP TOPICS

PASSIVE RESISTANCE. Study of the emerging passive resistance movement in the South as a current technique for administering justice and as it relates historically to concepts of Thoreau, Gandhi and leaders of the great religions.

REGISTERING AND VOTING. Importance and possible methods of attaining full-fledged citizenship.

VOLUNTARY CITIZENS ACTIVITIES. Existing activities studied and plans for community action developed.

STATES PLANS. Analysis of legislative plans for dealing with integration and human relations in the South .

WHO CAN ATTEND

Anyone desiring to provide community leadership for an orderly transition from a segregated to an unsegregated public school system.

WORKSHOP SCHEDULE

MORNING AND AFTERNOON

General meetings and small group discussions.

EVENING SCHEDULE

Evening programs are built around the problems and ideas expressed during the day. A combination of music, films, role-playing and dancing are used to present these ideas in dramatic form.

A WEEK IN THE HIGHLANDER LIBRARY

Those interested may spend an additional week following each workshop in study and reading in the Highlander Library.

COST

$48 covers the full cost of room, board and tuition for one week; $8 per day for shorter periods. Scholarships covering all or part of the cost are available.

Address letters of application to:

MRS. SEPTIMA CLARK, Workshop Director
HIGHLANDER FOLK SCHOOL
MONTEAGLE, TENNESSEE

WORKSHOP CONSULTANTS

DR. HERMAN LONG, Fisk University, Nashville, Tenn.

JOHN B. CULBERTSON, Attorney, Greenville, S. C.

MRS. ROSA PARKS, Montgomery Improvement Association, Montgomery, Ala.

DR. CHARLES GOMILLION, Tuskegee Institute, Alabama

DEAN B. R. BRAZEAL, Morehouse College, Atlanta, Georgia

E. D. NIXON, Montgomery Improvement Association, Montgomery, Ala.

FRED ROUTH, Southern Regional Council, Atlanta, Georgia

TOM DUNIGAN, Principal, Oak Ridge High School, Oak Ridge, Tenn.

ROBERT MENEFEE, Berea College, Berea, Kentucky

C. H. PARRISH, University of Louisville, Louisville, Ky.

REV. ROBERT GRAETZ, National Luthern Council, Montgomery, Ala.

WILSON LINDSLEY, Oak Ridge High School, Oak Ridge, Tenn.

REV. WILLIAM DENNIS, Orchard Knob Baptist Church, Chattanooga

REV. ROBERT C. PALMER, First Unitarian Church, Nashville, Tenn.

J. E. PIERCE, Alabama State College, Montgomery, Alabama

IRENE OSBORNE, American Friends Service Committee, Philadelphia, Pa.

DR. F. D. PATTERSON, Phelps - Stokes Fund, New York, N. Y.

MRS. VIVIAN CARTER MASON, President Nat'l Council of Negro Women, Washington, D. C.

LIFE AT HIGHLANDER

Life at Highlander is extremely informal. Classes are often held outside. Living quarters are simple — teachers and students live at the school, sharing sleeping quarters in the main building or in cabins.

There is time for reading in the library, talking with visitors and students, singing in the evening, swimming and fishing in the school lake, hiking and volley-ball. Bring comfortable clothes and shoes.

HIGHLANDER LIBRARY

GEORGE MITCHELL, Southern Regional Council, writes:

"A German word, Conjunctur, hard to put into English, means the way several streams of accidental happenings meet, and what they make out of their coming together at that time and spot. Here's an interesting "Conjunctur" at Highlander. And it is there to benefit people from this part of the world. There, in good order, and with a warm welcome.

Here's what happened into one spot: For thirty years people who had collected good books on Southern History, on the Labor Movement, on ways to get farmers better off, have been sending books to Highlander Folk School. Some codger bought the books, read them, made a thin living out of pushing what the books taught him, and up and died. And his wife sent the books to Highlander. It happened time and again. And in a goodish while of it they got a flock of books. Not trash. The standard volumes and the ones that are hard to find; the cherished books from thoughtful peoples' homes.

Next thing: an eager young graduate of the University of North Carolina came to Highlander and got asked to work on Highlander's staff. Those guys didn't (and don't) get pay; they just work for the joy of organizing people to get what they need. This young man's name was Harry M. Lasker. Came to Highlander in 1941. It wasn't long before the war came along, and Harry gets himself into the Air Corps. And it wasn't long before his plane hit the ground, and he was in it. His people saw that their son's brief life had in it just a few months of fulfillment — his joyous work at Highlander. And they gave Highlander a building to put the books in. A comfortable, lightsome building, with a fireplace for the winter and for the summer great glass windows looking onto the lake. This stream is Highlander itself. This is a spot where everyone is welcome and at ease, with a staff of knowledgeable people ready to steer a body's reading, with good beds, luscious cornbread and laughing companionship. Besides, a pretty and cool piece of countryside.

These three things all came together, and made the Library at Highlander. There's a way for people to get scholarships to come and sit by the fire, or out by the lake, and read the books and eat the cornbread and sleep in the beds and listen to the cowbells tinkling. Stretch your mind while you ease your body. That's what I call a lucky break and those will be wise and lucky people who take advantage of it."

READING WEEK
HIGHLANDER LIBRARY

JULY 22-28
AUGUST 12-18
AUGUST 26-SEPT. 1

The thousands of books, pamphlets and other resource materials in the HIGHLANDER LIBRARY are available for a week's uninterrupted reading and study.

COST: $40 PER WEEK

Scholarships available to Public School Workshop participants.

For additional information write:

HIGHLANDER FOLK SCHOOL
MONTEAGLE, TENNESSEE

Highlander

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

July 25, 1956

Mr. Frederick B. Routh
43 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Routh:

You did a Herculean job for us on July 18th. All through the evaluation program, comments of the information you brought were echoed and reechoed.

Now I find myself reminding you to be with us on Wednesday, August 8th. These people will need to hear of the social and economic changes in the Southern region. We do have some Union workers signed up for this time.

Myles ran away for a breathing spell. Friends like you have helped him immensely. He will be happy to spend another night talking.

Sincerely yours,

Septima P. Clark

Mrs. Septima Clark

Highlander

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

August 7, 1956

Mr. Frederick B. Routh

Auburn Avenue, N.E.

Atlanta 3, Georgia

Dear Mr. Routh:

Just a brief note to remind you to be with us on Wednesday, August 22nd for our last workshop. And again, we would like you to concentrate on the social and economic changes in the Southern region. This workshop will be attempting to dispel the fear that has entered the minds of people in the deep South.

We have appreciated your help and will be looking forward to seeing you again.

Sincerely yours,

Betsy Freiheit

Betsy Freiheit

FBR

August 9, 1956

Mr. Myles Horton
Highlander Folk School
Monteagel, Tennessee

Dear Myles:

It was good to be with you and Mrs. Clark. I enjoyed meeting with your group and found them stimulating. I trust that what I had to say contributed to their understanding of the current situation in the South and some of the possibilities of solution to our regional problems.

As you recall, George let the Council pay my expenses to the first workshop and then gave me permission to go to the others on Council time, but not at Council expense. Hence, I am submitting to you my expenses for the trip.

Best personal regards.

Cordially,

Frederick B. Routh,
Assistant Director

FBR:mef

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

August 10, 1956

Rec'd Aug 13

Dear Fred:

I am sorry I was not around when you left. I wanted to thank you for another excellent contribution to the program. Everyone here is still talking about the job you did.

Also I wanted to thank you personally for your letter about Zilphia.

We will be seeing you again before too long.

Cordially,

Myles

Myles

FBR

August 13, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

Have received your note with enclosed check for my expenses to the Highlander workshop. Many thanks.

It was a real pleasure to be with you up there and I am sorry you were as busy as you were, but certainly understand the situation. I did want to talk with you about how you see things in Tennessee at the present time, but that can come later.

I am sorry I am tied up for the third workshop, but noted when I was there that C. H. Parrish would be at Highlander during the third workshop, and he can very adequately present the view of the Southern Regional Council, and also a fine objective evaluation of what is taking place in the South.

Hoping to see you in the not too distant future.

Best personal regards.

Cordially,

Frederick B. Routh,
Assistant Director

FBR:mf

August 23, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

Thank you very much for your invitation to attend the planning session for the 25th Anniversary celebration of Highlander on September 4-6. Unfortunately I am tied up during that period and cannot attend.

I wish you and Highlander every success in the next twenty-five years and trust that you will be able to contribute as much to the enlightenment and progress of the South during the next quarter century as you have during the past.

Best personal regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR:mbo

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

August 22, 1956

Mr. Fred Routh

63 Auburn Avenue, N.E.

Atlanta 3, Georgia

Dear Fred,

Would there be any chance of your attending the September 4-6 conference described in the enclosure? George will be away at this time and we are extremely interested in having someone from your area present.

Cordially,

Myles Horton

August 18, 1956

Memo from Highlander:

A 25th Anniversary celebration has been proposed by a number of former staff members and friends. Fortunately this proposal comes a year in advance of our anniversary date. There will be ample time to work out a challenging program. Sandy Liveright and John B. Thompson of Chicago University and Stewart Meacham of the Federal Council of Churches, all former Highlander teachers, are among those who have made definite arrangements to take part in a preliminary planning conference here Tuesday, September 4 through Thursday, September 6. Proposals are to be considered for commemorating the past and re-thinking the program for the next 25 years. One feature under consideration is a seminar which will bring together some of the outstanding liberal thinkers in America.

Since our staff will have to be concerned primarily with school program, most of the anniversary celebration activities will necessarily fall on the shoulders of Highlander's friends.

This has been a very busy and fruitful summer and this conference will follow immediately on the heels of a series of workshops. We know you will understand and consider this notice a personal one.

Let us know when to expect you.

Myles Horton

P.S. If it is impossible for you to be with us, please send us your suggestions.

FRED ?

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

January 28, 1957

Dr. George Mitchell
Exec. Dir., Southern Regional Council
63 Auburn Street N.E.
Atlanta, Georgia

Dear Dr. Mitchell:

We have just spent a weekend at Highlander Folk School, where we were individually and collectively struck by the impact of the School's role in the struggle for peaceful integration in the South.

We have talked with Myles Horton and Mrs. Septima Clark, the new Workshop Director and field worker, who has worked extensively in the key communities in the desegregation struggle. We have heard the Executive Council laying plans for ten desegregation workshops, applying Highlander's tested educational techniques to help the indigenous leaders again growing in the South. We have heard the story of the visits to Highlander of the Clinton students and their parents.

We have heard the Executive Council laying plans for the Twenty-Fifth Anniversary celebration scheduled for September as the culmination of the efforts to build tremendously expanded program to meet the growing new problems of Tennessee and of the South.

And then we ended up by hammering out, together with the staff and members of the Executive Council, a plan whereby we as volunteers can relieve them of a part of the financial responsibility so they can devote their time and attention to developing those dramatically expanded--and desperately needed-programs.

We feel that the occasion of the Twenty-Fifth Anniversary, coming as it does at this particular time in Southern history, is one at which we, too, as friends of Highlander, should rededicate ourselves to the program. We hope that you will join us.

The plan we have prepared is simple:

1. We propose a 25th Anniversary campaign for three-year pledges for Highlander support.

2. The contribution plan will be pegged to bringing a Southern student or leader from the community of his struggle to a Highlander workshop where he can develop, share, mature, learn the meaning and the dignity of his tribulations. Few of these young people can pay their own way.

3. We have placed into preparation a presentation of this new Highlander program that can bring its impact into any living room, in simple but vivid form.

Highlander has more than 100 hours of tape recordings of round-table discussions and personal statements, informal and unrehearsed, by the principals in desegregation incidents, Taken from these an LP record will include interviews with key persons who have attended Highlander workshops after being involved in the Montgomery, Clinton, and other cutting edges of integration in the South. Photographs, and other materials will round out a complete presentation packet, together with a proposed format for a series of community meetings in support of Highlander.

4. During the coming months, one of us--or some other person closely connected with Highlander--will visit your community (on our own business affairs), and will stand ready to spend an evening to make the first presentation of this new program in your community. We are informing Mary Berger (3614 Gleason Drive, Chattanooga) of our travel schedules and she will notify you ahead. Can we count on you to call together the Highlander supporters in your city?

5. This presentation will be the kickoff of the Twenty-Fifth Anniversary "three-year pledge plan" for your community. We will have specific follow-up ideas to discuss with you. We will also be prepared to discuss the Anniversary Celebration at Highlander, where both Northerners and Southerners will have the opportunity to join workshops led by key people in the forefront of the integration movements in Clinton, Louisville, Montgomery, Johns Island and other cities of the South.

We will greatly appreciate your reactions and suggestions, and hope that we can count on you to work with us in this endeavor. Knowing of your past understanding of Highlander, and of your sympathy for the social problems of the South today, we feel sure you will join us in seeing the significance of this effort to rededicate and expand Highlander support with a thorough, but voluntarily operated plan.

Sincerely yours,

Mary Berger

Mary Berger
Housewife, Chattanooga

John Hope II

John Hope II
Fiske University, Nashville

A A Liveright

A. A. Liveright
Adult Educator, Chicago

Bee Wolfe

Bee Wolfe
Family Counsellor, Washington, D. C.

~~FBR - Personal~~
Highlander

February 14, 1957

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

Thank you for your letter of February 12, with its enclosures. I have given long and careful thought to the invitation to become a Board member of Highlander.

Several things have entered into that process:

(1) The good work Highlander is doing in reaching grass roots people and in providing a living demonstration of integrated democratic living.

(2) The long friendship GSM had with Highlander and you; and the friendship I personally hold for both.

(3) The good people on the Board with whom I would be working.

(4) The current needs of SRC during this period of reorganization, when we are in the process of re-examining our methods and extending our efforts. This, combined with a huge task of fund raising.

(5) The considerable time I now spend away from my desk servicing state organizations and performing consultant services to communities in the South.

(6) The other standing commitments which I have, such as Board membership on N.A.I.R.O.; and chairmanship of its Committee on Education.

(7) The fondness in which I hold Harold Fleming, both professionally and personally, and my refusal to let him carry the burden alone.

So, good friend, while my heart is with you and Highlander, I do not believe it would be wise to accept membership on the Board at this time. I will, however, be glad to continue to come to the workshops as I did last summer - one day at a time, if you think this of value to the groups. I believe in this way I can contribute most.

Best personal regards.

Cordially,

Frederick B. Routh
Assistant Director

FBRiwm

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

February 12, 1957

Dear Fred:

I am enclosing the carbon of the misplaced letter inviting you to become a member of the Highlander Executive Council. I was embarrassed while in Atlanta to find that it had not reached you. We are particularly anxious, as I pointed out, to have you on the Council.

I enjoyed my visit with you and Harold and later on with George and Alice. I am anxious that Highlander continue its unofficial and informal relationship with the S.R.C.

The staff joins in sending best wishes and we all hope we will get an acceptance letter from you soon.

Cordially,

Myles

Myles Horton

Mr. Frederick Routh
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

//////////////////////////

January 26, 1957

Mr. Frederick Routh
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Fred:

The Highlander Executive Council met on Saturday and Sunday, January 5 and 6 for the purpose of planning the 1957 program and the 25th Anniversary Celebration. Meeting with the Council was a group of volunteer consultants who have been helping with the Highlander program. A copy of the minutes will be sent to you when they are prepared.

The purpose of this letter, however, is to notify you that the Executive Council has unanimously elected you as a member and authorized me to ask you to serve along with 12 other new members who were added to the Council.

The Council members feel that you have been so closely involved in the present integration program, which is the major activity of Highlander at present, that you are in a position to render a valuable service through Highlander to the cause of integration in the South. We hope you will accept this invitation to join with us in making Highlander an effective instrument for democracy. The enclosed statement of purpose sets forth the aims of Highlander and the Report covers last year's activities. The big job ahead is the 12 Public School Integration Workshops scheduled for each month in 1957.

You will be pleased to know that Dr. B. R. Brazeal, Dean of Morehouse College, Atlanta, Georgia, was elected to replace George Mitchell as Chairman of the Highlander Council. The next meeting of the Council will be April 13 and 14. At that time we will review the progress being made toward carrying out the 1957 program and check on plans for the 25th Anniversary Celebration in the fall.

I would like to add my personal invitation for you to accept a place on the Council. We need your help.

Sincerely yours,

Myles Horton

Highlander Folk School
Monteagle, Tennessee

Minutes of the Executive Council Meeting
January 5-6, 1957

Present: Dr. George Mitchell, Chairman, Septima Clark, Bee Wolfe, Myles Horton, Charles Wilson, May Justus, John Hope II.

Non-members present: Alice Mitchell, Mary Berger, Bob Levin, David Holdridge, Glenn Wilson, Sandy Liveright, Tom Ludwig, Vera McCampbell, Michele Marlowe.

Absent: B. R. Brazeal, Grace Hamilson, G. R. Hathaway, Lewis Jones, Eugene Smathers, Dr. P. A. Stephens, Jordan Stokes III, Lucille Thornburgh, Tom White, Aubrey Williams.

The strengthening of the Executive Council was discussed. It was decided to invite additional members who would reflect the present interests of Highlander in integration. While it was thought best to stick to people in the South, transplanted Southerners were not ruled out.

The following were elected subject to their acceptance: Herman Long, Rebecca Gershon, Stewart Meacham, J. E. Pearce, Charles Gomillian, Sarah Patton Boyle, Arnetta Wallace, John Etta Hayes, Esau Jenkins, Helen Bass, Rosa Parks, Fred Routh.

Since this was to be George Mitchell's last meeting, it was moved by Myles Horton that Dean B. R. Brazeal of Morehouse College be asked to serve as Chairman of the Executive Council. Motion seconded and passed.

It was moved that the Chairmanship should henceforth be for one year. Motion seconded and passed.

The 12 months program of integration workshops was discussed and it was agreed that despite the shortage of funds the January and February workshops would definitely be held. At the end of that time the situation will be reevaluated. Funds must be secured for the March, April and May workshops since it will not be possible to finance them out of the regular budget. Since many people have already made plans to attend the summer workshops, it is almost mandatory that funds be secured and reserved for workshops in June, July and August.

The college students workshop is expected to be self-supporting financially as well as organized and run by the students. The school will do minimum jobs of mimeographing and letter writing.

A report on the extension work was made by Septima Clark and a lengthy discussion took place on the overall program of Highlander. Both will be mimeographed and made available.

Fund raising plans were discussed. Bob Levin's interest in Highlander had been refired when he heard the Blackman recording, and it was decided to develop a similar presentation to be used by volunteers anywhere in the country. Bob Levin agreed to do a manual of instructions for setting up meetings and using a kit consisting of photographs and recordings. The publications committee, headed by Tom Ludwig, volunteered to prepare such a kit. After testing in Washington by Bee Wolfe, enough kits would be produced to enable volunteers who travel about the country to conduct meetings wherever local people would set them up.

The attached letter was sent out by some of the people present asking for cooperation. Those present are asking other Council members along with other friends of the school to join with them in reaching a larger number of potential contributors. Places listed for this year's meetings are: White Plains, N. Y., New York City, Philadelphia, Pittsburgh, St. Louis, Chicago, Los Angeles, Berkeley, San Francisco, Denver, Minneapolis, Portland, Seattle, Great Falls, Mont., Washington, Boston, Detroit, Chattanooga, Knoxville, Nashville, New Orleans, Atlanta.

If any Council members can give some time to this program in any of the cities mentioned, or other cities, write directly to Mary Berger, 3614 Gleason Drive, Chattanooga 11, Tennessee.

The 25th Anniversary Celebration was discussed and it was decided that all activities should be in keeping with the spirit of Highlander and not built primarily around speakers, however important they might be. The human or personal aspects of integration were suggested as a topic. Some felt that pre-school education should be one of the topics for emphasis. It was suggested by Bee Wolfe that we could get a large number of educators who are interested in pre-school education down for a special session during the seminar.

John Hope wanted to express Highlander's unique role in integration and asked, "What is Highlander's role in changes in human relations? Highlander has a unique role in this change. You are again, as usual, looking to the future, you are looking to integration, you are looking at these children who have to go through this. You are not simply concerned about making it possible. Others are doing that, the NAACP is opening the way, but you are concerned about what is happening to these kids and seeing to it that they actually do go into the school, and that opens the whole question of pre-school education. How you handle the kids when they go into school, how you prepare them to go into school, how you prepare the community, and I have the feeling that that is a vulnerable spot for Southern educators."

George Mitchell suggested that the topic be Highlander Thinking Ahead or the South Thinking Ahead.

The consensus regarding the Anniversary is embodied in the attached announcement.

The next meeting of the Executive Council was set for April 13-14. The meeting will be opened by Chairman Brazeal at noon, April 13 and will end in the afternoon of the 14th. Council members should note these dates now on their calendars and make plans to attend.

Dear _____:

We have just spent a weekend at Highlander Folk School, where we were individually and collectively struck by the impact of the School's role in the struggle for peaceful integration in the South.

We have talked with Myles Horton and Mrs. Septima Clark, the new Workshop Director and field worker, who has worked extensively in the key communities in the desegregation struggle. We have heard the Executive Council laying plans for ten desegregation workshops, applying Highlander's tested educational techniques to helping the indigenous leaders again growing in the South. We have heard the story of the visits to Highlander of the Clinton students and their parents.

We have heard the Executive Council laying plans for the Twenty-Fifth Anniversary celebration scheduled for September as the culmination of the efforts to build a tremendously expanded program to meet the growing new problems of Tennessee and all of the South.

And then we ended up by hammering out, together with the staff and members of the Executive Council, a plan whereby we as volunteers can relieve them of a part of the financial responsibility so they can devote their time and attention to developing those dramatically expanded -- and desperately needed -- programs.

We feel that the occasion of the Twenty-Fifth Anniversary, coming as it does at this particular time in Southern history, is one at which we, too, as friends of Highlander, should rededicate ourselves to the program. We hope that you will join us.

The plan we have prepared is simple:

1. We propose a 25th Anniversary campaign for three-year pledges for Highlander support.

2. The contribution plan will be pegged to bringing a Southern student or leader from the community of his struggle to a Highlander workshop where he can develop, share, mature, learn the meaning and the dignity of his tribulations. Few of these young people can pay their own way.

3. We have placed into preparation a presentation of this new Highlander program that can bring its impact into any living room, in simple but vivid form.

   Highlander has more than 100 hours of tape recordings of round-table discussions and personal statements, informal and unrehearsed, by the principals in desegregation incidents. Taken from these, an LP record will include interviews with key persons who have attended Highlander workshops after being involved in the Montgomery, Clinton, and other cutting edges of integration in the South. Photographs, and other materials will round out a complete presentation packet, together with a proposed format for a series of community meetings in support of Highlander.

4. During the coming months, one of us -- or some other person closely connected with Highlander -- will visit your community (in our own business affairs), and will stand ready to spend an evening to make

the first presentation of this new program in your community. We are informing Mary Berger (3614 Gleason Dr., Chattanooga 11, Tenn.) of our travel schedules and she will notify you ahead. Can we count on you to call together the Highlander supporters in your city?

5. This presentation will be the kickoff of the Twenty-fifth Anniversary "three-year pledge plan" for your community. We will have specific follow-up ideas to discuss with you. We will also be prepared to discuss the Anniversary Celebration at Highlander, where both Northerners and Southerners will have the opportunity to join workshops led by key people in the forefront of the integration movements in Clinton, Louisville, Montgomery, Johns Island and other cities of the South.

We will greatly appreciate your reactions and suggestions, and hope that we can count on you to work with us in this endeavor. Knowing of your past understanding of Highlander, and of your sympathy for the social problems of the South today, we feel sure you will join us in seeing the significance of this effort to rededicate and expand Highlander support with a thorough, but voluntarily operated plan.

Sincerely yours,

(signed)

Mary Berger, Housewife, Chattanooga
John Hope II, Fisk University, Nashville
Robert A. Levin, Public Relations Counsellor, Chicago
A. A. Liveright, Adult Educator, Chicago
Bee Wolfe, Family Counsellor, Washington, D. C.

The Human Aspects of the Integration Struggle

you and your family are invited to attend

THE HIGHLANDER SEMINAR ON THE SOUTH THINKING AHEAD

and

TWENTY-FIFTH ANNIVERSARY CELEBRATION

to be held at

HIGHLANDER FOLK SCHOOL MONTEAGLE, TENNESSEE

August 30 - September 2, 1957

when all friends, past students, and present active participants will gather to review achievements and problems in moving from segregation to integration in the South.

What is happening to the people, to the development of children, to the growth of parents and adults, during this trying transition period?

How is Highlander helping these people to understand their experience and to grow through it?

How is Highlander's ability to teach people the vision and practice of democracy being adapted to helping the developing leaders and the quiet people of good will living through the South's newest struggle?

Next Labor Day weekend
Join a workshop with these people of Montgomery, Clinton, Johns Island, Louisville, and feel the South thinking ahead!

RESERVE THE DATES NOW!

You will be receiving further information and registration blanks in the near future. This will be a family affair, with accomodations, program and recreation for all ages. There will be camp programs and supervised nursery school facilities for the children while you attend the seminar.

A GUIDE TO COMMUNITY ACTION

For Public School Integration

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

HIGHLANDER STAFF PLANNING WORKSHOP

Highlander

MEMORANDUM

January 3, 1956

TO: Elizabeth Watson

FROM: Irene Osborne

I was much interested in the material you sent to Katharine Naysmith regarding Gladys Sellew. I am tardy in my reply because I was ill for a time in November and have been on leave since that time. I suspect therefore that this comment will come to late to be of use to you. In any case, there is little I can add to what you already know but I will make some comment for what it is worth.

I know you are particularly interested in my comment on Highlander Folk School as a possibility for Gladys Sellew. I would certainly think that Highlander would be a likely enough possibility, that it would be good to explore it further if Gladys Sellew is still available. Staff members at the school live on the grounds and have quite an interesting and active life in surroundings which are pleasant though sometimes a bit rugged in winter. I have no idea whether nor not they are needing a staff member at this time, but I believe they have considerable flexibility in staff selection. From the material that you have written about Gladys Sellew, I would guess that the major question is whether or not her basic philosophy would be in harmony with other staff people in the school since they are social action oriented without an explicit religious orientation.

If you want to explore this further, I would think the best idea would be to write to Henry Shippard at Highlander Folk School, Monteagle, Tennessee. If they are at all interested I am sure it would be best for her to go down and spend about a week or two at the school so that she could learn what it is like and they could get acquainted with her.

If the question is still an open one, I could comment at greater length. Let me know if you would like me to do so. Again, my apologies for this delay in replying.

February 1, 1956

Mr. Henry F. Shiperd, Associate Director
Highlander Folk School
Monteagle, Tennessee

Dear Henry:

I notice you have got the next meeting of the Advisory Committee on the school business March 3 and 4. Miserably I am in Shreveport March 3.

Sincerely,

George S. Mitchell
Executive Director

GSM:mef

Encl.

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

MYLES HORTON, DIRECTOR
HENRY SHIPHERD, ASSOCIATE DIRECTOR

Jan, 25, 1956

RECEIVED JAN 28 1956

Dr. George Mitchell, Exec. Dir.
Southern Regional Council
63 Auburn Street, N.E.
Atlanta, Ga.

Dear George:

Last fall we got together for a weekend to discuss the past summer's workshop sessions and to consider how most effectively to continue Highlander's program for public school integration.

I am enclosing a digest of the ideas which were presented by those of you who were present. You will note that we agreed to meet again after the first of the year to compare notes on progress - or the lack of it - in each of your communities, and to attempt to outline more clearly the problems which should be studied during our 1956 workshop sessions.

You will note from the enclosed schedule for 1956 that we have set the dates for our integration workshops pretty much in line with your recommendations last fall. It is not too early to discuss these dates with your friends and with organizations interested in public school integration, because one of the most important jobs of Executive Council and Advisory Committee members is to help in recruiting students for Highlander workshop sessions.

After checking a bit to avoid any dates which would conflict with known area or state meetings, we have chosen the first weekend in March for our next Advisory Committee meeting. The dates are Saturday and Sunday, March 3rd and 4th. Anyone who can come as early as Friday evening will be most welcome. We will plan to start as early on Saturday as you can get here. Last fall we all had lunch together and then spent Saturday afternoon, evening and Sunday morning on the work of the committee.

Please fill out and mail the enclosed card so we can get an idea of how many to plan for.

Sincerely yours,

Henry

Henry F. Shipherd

1956 HIGHLANDER WORKSHOPS AND SESSIONS

A residential adult school provides an "opportunity to discover oneself, not only as an individual, but as a participant in a community." A former workshop participant said,

> Living together and the sharing of responsibilities and experiences are as vital a part of the educational process as the discussions, study and lectures.

COLLEGE WORKSHOP

March 30-31, April 1

Graduate and undergraduate students, interested in playing an active role in the integration of Negro and white students in universities of the South, will exchange ideas and experiences and plan a program of action to fit their individual campus needs.

For further information write to Sue Gwynne, 3919 Kingston Pike, Knoxville, Tennessee.

FARMERS SCHOOL

June 17 - 23

Family-type farmers and rural community leaders will discuss:

Better ways of farming.

Consumer and producer cooperatives and credit unions.

Developing rural leadership.

Bridging the gap between the farm and city people.

Rural services available will be explained, and farm specialists will act as consultants.

Movies and field trips will be part of the program.

PUBLIC SCHOOL INTEGRATION WORKSHOPS

July 15 - 21

August 5 - 11

August 19 - 25

Workshop Topics

Progress in human relations made in South during past year.

Analysis of state plans for and against integration.

Study and use of Guide to Action for Public School Integration.

How to work effectively with local school boards.

Planning follow-up community action.

As a continuation of and immediately following each of the one-week workshops, those who desire may spend an additional week evaluating and putting the results of the workshops into usable form.

The second week may also be used for reading and study in the library.

HIGHLANDER is on a 200-acre Cumberland Mountain farm and woodland with a well-stocked lake for fishing and swimming. Students will share sleeping quarters in the farmhouse or in cabins.

Life at Highlander is very informal. Everyone dresses for comfort. The days are warm, evenings usually cool. The workshop schedule provides ample time for reading, informal talks, singing (bring musical instrument if you play), square dancing, swimming, fishing and picnics.

WHO IS ELIGIBLE Anyone affiliated with educational, religious, fraternal or intercultural organizations or otherwise in a position to provide community leadership.

COST $48.00 (or $8 per day) for room, board and tuition.

SCHOLARSHIPS may be provided on request. If the cost of room, board and tuition is prohibitive, and you will let us know the scholarship aid needed, we will try to make it possible for you to participate.

APPLICATION for Farmers School and Integration Workshops may be made by letter to HIGHLANDER FOLK SCHOOL, Monteagle, Tennessee.

Highlander Folk School
Monteagle, Tennessee

Minutes of the Joint Meeting of the Executive Council
and Advisory Committee for Integration
October 15-16, 1955

Executive Council

Present: John Hope II, Aubrey Williams, Myles Horton, Zilphia Horton, Henry Shipherd, Betty Shipherd.

Absent: Tom White, G. R. Hathaway, B. R. Brazeal, J. Lewis Henderson, Lewis Jones, Grace Hamilton, Rev. Eugene Smathers, Jordan Stokes III, Dr. P. A. Stephens, Lucille Thornburgh.

Advisory Committee

Present: Mrs. Septima Clark, Dr. Charles Gomillion, Miss Irene Osborne, Mr. and Mrs. Henry Harap, Mrs. Anna D. Kelly, Dr. and Mrs. J. H. Wilcox.

Absent: Rev. and Mrs. Carroll Brooke, Mrs. Harry Gershon, Mr. William Van Til, Mr. and Mrs. Will Thomas.

John Hope was elected chairman pro tem.

The Agenda: was presented and approved.

The Minutes: of the last regular meeting, March 26-27, 1955, were approved as written.

Henry Shipherd reported on the Furniture Workers and Public School Integration Workshops. Septima Clark reported on the U.N. Workshop, Myles Horton on the Small Group Conferences and community participation in Highlander's program and facilities, Zilphia Horton on the grade school recreational program and the week day-camp, and Julie Mabee on the Community Leadership Workshop.

Following the staff members' reports on the past year's program the meeting was thrown open for a discussion on Highlander's role in the field of public school integration. It was pointed out by Highlander staff members that the basis for the school's playing an effective role rested primarily on its resident workshop program, the effectiveness of which was largely determined by the number of people who attended the sessions. People who come to Highlander return to their communities with new ideas and with the courage to carry them out. It is these people who provide us with an opportunity for our field extension work and who in the final analysis must be counted on to rally support for school integration among their own friends and neighbors and in ways which are acceptable to the people with whom they are working. Highlander can and does put into print such materials as the "Guide to Action" and "Basic Policies for Public School Integration" but it is important to remember that this material is developed out of the thinking and experiences of those who come to Highlander.

Our problem then is to ask the advice and help of members of the Advisory Committee and the Executive Council in determining the content and direction of each succeeding year's workshop sessions so that they will attract the potential leaders in the South who are looking primarily for answers to these two questions:

1 - How do we live with our present school system and yet work actively to change it?

2 - What are the soundest methods to use in promoting a public school integration program which will implement the spirit and meaning of the Supreme Court Decision?

The consensus of opinion among those present was that Highlander was on the right track and should expand its public school integration workshops to the limit of its financial ability. Among the proposals made were the following:

1 - A continuous 6-week workshop during the summer, a week in the fall and another week in the spring.

2 - Three 2-week workshops to be held, one each, in June, July and August.

3 - A series of three one-week workshops to be held, one each, in June, July and August.

After considerable discussion it was agreed that the three one-week workshops probably offered the most practical approach from the standpoint of the amount of time and money available to most of the people who wanted and needed to come to Highlander. The question of dates was referred back to the staff for decision, based on their experience and knowledge of vacation schedules and other workshop sessions usually held in the South during the summer.

On the problem of recruitment the feeling was that as more and more people in the South reached decisions to take a firm stand for public school integration they would turn to Highlander for support and training. The view was also expressed that Highlander staff members must be prepared to do more field work as additional communities reached a point where they needed the help of people experienced in this work.

Representatives from Knoxville explained the strength and weakness of the Joint Committee method of community organization for public school integration. They felt that there should also be a means of reaching school board members more directly and quickly in order to influence developing patterns to meet local school problems.

Representatives from Charleston, South Carolina, and Tuskegee, Alabama, pictured the startling contrast between the progress in cities like Knoxville, Tennessee, and in their own communities. They felt that a considerably longer period of leadership training and community education would be needed before any radical changes could be expected.

Representatives from each of these areas felt that Highlander could best meet their immediate problems by continuing to train new leaders at resident workshops and perhaps to help them in promoting similar workshops in their own areas.

John Hope analyzed the situation clearly when he said:

"The fact that workshop attendance is sometimes small doesn't mean that people aren't interested. As the situation gets worse - if the recruitment program is handled vigorously there will be a great deal of opportunity. In labor it was shown that you can't educate until something happens. If shop stewards know the situation in advance, when the lid blows off they can teach in three days what they've been trying to do in three months.

"Once the chips are down in a community, then people who have been here will show up. One advantage of picking the areas in which to work is related to the speed with which change will come about in the communities. The problem is, do you hit the hard spots first or move in where it's easier? There is a better chance to get people to listen where there have been petitions, for then both sides are stirred and aware. Anywhere that you can get people to act quickly and effectively you can do things.

"The problem is that the stakes are much higher now. The great urge these days for the Negro is for higher education. But over a period of time - not too long - there are going to be changes. Parents are going to revolt. They are willing to sacrifice for education of the children. Reprisals will occur; yet Clarendon County represents the will of parents. Informal leaders of this kind may provide strength. Citizens committees will slow down - not change. It might be good if community leaders would realize what place and time are most suitable for successful action."

Further comments from the Deep South indicated that the relative slowness of the Negroes to become aware of the true significance of the Supreme Court Decision and the equal slowness of the white leaders in the community to understand their role in this great social change, were combining at the moment to make it seem that there was no great desire for change in states like Alabama, Georgia and South Carolina.

Executive Council members from Nashville who are particularly close to the motivations of the Negro community felt that Highlander's role as a resident school was of the greatest importance, just because it brought together people whose motivations were sound but who needed the stimulation gained from contact with others of a like mind to mold their thinking into a course of action.

A number of important suggestions came out of the Sunday morning session, among them being the possibility of:

1 - A weekend session sometime early in 1956 to be held at Highlander for half a dozen key people from Chattanooga, Nashville and Knoxville to get together for a joint exchange of ideas, experiences and plans for action. It was felt that such a conference would do much to stimulate community action in support of the three

school boards in these cities, all of which have indicated intention to comply with the Supreme Court Decision but none of which have set a date for compliance.

2 - Highlander serving as a clearing house for information and materials which were developed from month to month as further action took place in various parts of the South.

3 - Highlander holding at least two weekend workshops for college students who are anxious to influence campus thinking and practice toward more speedy integration. The Tuskegee people in particular felt that work with student groups at this time was very important.

4 - Highlander continuing to work toward a possible weekend conference of school board members.

Following the reports and plans made in the joint meeting, the following official business was transacted by the Executive Council:

Myles Horton moved that the Executive Council accept the past year's program and that they approve the financial statement subject to an audit. The motion was seconded by John Hope and approved unanimously.

There being no other official business, the meeting was adjourned.

Betty Shipherd

HIGHLANDER FOLK SCHOOL
Analysis of Cash Balance
For the Year Ended September 30, 1955

INCOME			
Individual Contributions		$20,960.82	
Funds and Foundations		31,275.68	
Unions		90.00	
Dividends		197.68	
Tuition - Residence and Extension		2,832.75	
Room and Board - Visitors		303.50	
Sale of Literature and Films		112.09	
Farm Income		218.52	
Miscellaneous Income		528.16	$56,519.20
EXPENSES PAID			
Maintenance Expense			
Farm Labor	$ 2,483.99		
Farm Supplies and Expense	1,152.82		
Food	4,145.62		
Dry Cleaning and Laundry	382.12		
Utilities	2,774.78		
School Maintenance	3,287.00	14,226.33	
Program Expense			
Program Promotion	3,589.94		
Resident and Extension	2,522.54		
Travel Expense	2,551.64		
Audio-Visual Expense	632.47		
Educational Materials	1,018.60		
Conference Expense	1,084.49		
Staff Expense	11,250.78	22,650.46	
Administrative Expense			
Secretarial Expense	1,741.51		
Office Supplies & Expense	2,330.47		
Postage, Freight & Express	753.84		
Insurance, Dues and Gifts	1,190.93		
Miscellaneous Expense	529.76	6,546.51	
Other Expense			
Plant Improvements		4,981.54	
TOTAL EXPENSES PAID			48,404.84
Current Income in Excess of Current Expense			8,114.36
Less Expenses Paid for Prior Year			5,300.00
Add Fund Cash Balance October 1, 1954			6,508.66
Add Net Amount Borrowed			4,875.00
Cash on Hand September 30, 1955			$14,198.02 *

* Operating Fund	$ 1,806.75
Earmarked Fund	12,391.27
	$14,198.02

The above does not include Reserve Fund of $3,080.00

These figures compiled from Annual Report made by
Meyer Winer and Associates, Public Accountants, Chattanooga, Tenn.

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

MYLES HORTON, DIRECTOR HENRY SHIPHERD, ASSOCIATE DIRECTOR

Feb. 14, 1956

Miss Irene Osborne

63. Auburn Ave., N.E.

Atlanta, Georgia

Dear Irene:

The Advisory Committee's recommendation that we scehdule three Public School Integration workshops this summer has made our problem of securing staff consultants a bit more difficult than last year.

We felt that the time you were able to spend at Highlander last summer was very valuable for all of us and we want to be able to count on your help again this year.

I am enclosing a copy of our workshop schedule so that you can check your calendar right now and let us know how much time you would be able to spare either on a basis of one or two days at a time or for one complete workshop session. We would appreciate it if you would let us know that you will plan to come to Highlander as a workshop consultant at some time during July or August. If you know definitely when you can come, that would be fine, but you may want to let us know the exact time later on. We are anxious to hear from you so we can make up our copy for the workshop brochure.

We are looking forward to seeing you at the Advisory Committee meeting March 3rd and 4th.

Sincerely,

Henry

Henry F. Shipherd

M E M O

February 15, 1956

TO: Irene Osborne

FROM: George S. Mitchell

GSM goeth also to Highland. Driveth March 3, Saturday morning. Gladly drive you. Mitchell expects to return Sunday morning which might strand you but maybe we could work out deal.

Mr. Henry F. Shipherd,
Associate Director,
Highlander Folk School,
Monteagle,
TENNESSEE.

16th February, 1956.

Dear Henry,

I shall be glad to participate in the workshops at Highlander this summer. I don't know what specific times will be available at this point. I have discussed the matter with George Mitchell and he informs me that I may attend one of the workshops at Southern Regional Council expense, - that is, travel expense, but if you want me to attend the other two workshops it will be necessary for you to find funds for my travel. Because of my heavy schedule with our State Organizations I would count on spending one day with you in each of the workshops.

Best regards to Myles Horton and to you,

Sincerely,

(Frederick B. Routh,
Assistant Director.)

FBR:rl.

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

MYLES HORTON, DIRECTOR HENRY SHIPHERD, ASSOCIATE DIRECTOR

Feb. 14, 1956

Mr. Fred Routh
Southern Regional Council
63 Auburn Ave., N. E.,
Atlanta, Ga.

Dear Fred:

The Advisory Committee's recommendation that we schedule three Public School Integration workshops this summer has made our problem of securing staff consultants a bit more difficult than last year.

We felt that the time you were able to spend at Highlander last summer was very valuable to all of us, and we want to be able to count on your help again this year.

I am enclosing a copy of our workshop schedule so that you can check your calendar right now and let us know how much time you will be able to spare either on the basis of one or two days at a time or for one complete workshop session. We would appreciate it if you would let us know that you will plan to come to Highlander as a workshop consultant at some time during July and August. If you know definitely when you can come, that would be fine, but you may want to let us know the exact time later on. We are anxious to hear from you so we can make up our copy for the workshop brochure.

Sincerely,

Henry

Henry F. Shipherd

March 5, 1956

Mr. Henry Shipard
Highlander Folk School
Monteagle, Tennessee

Dear Henry:

Enjoyed whole occasion. Particularly seeing your handsome house.

Need improved address for Emil and Joey Willametz.

Sincerely,

George S. Mitchell
Executive Director

GSM:mef

Copy: Mitchell
Myles Horton

March 5, 1956

Mr. Thurgood Marshall
Director and Counsel
NAACP Legal Defense and Educational Fund, Inc.
107 West 43rd Street
New York 26, New York

Dear Thurgood:

I went the other day to Highlander Folk School and talked to Myles Horton. Myles says he is assured he can get a small but helpful sum of money for pushing desegregation in the mountain area if you and I would combine to say it would be useful. I am now so ready to say. Next time I come to New York I will try to make an appointment with you and inquire whether you agree. Nothing more to be done 'til then.

Sincerely,

George S. Mitchell
Executive Director

GSM:mef

March 7, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

First draft of screed.

Longish. And I'm unsure of the ending.

Fix, send back, and I'll perfect.

Sincerely,

George S. Mitchell
Executive Director.

GSM:mef

There's a nice German word you have a hard time putting into English. Word's CONJUNCTUR. Means the way several streams of accidental happenings meet, and what they make out of their coming together at that time and spot.

Here's a most interesting CONJUNCTUR at Highlander. And it is there to benefit some people from this part of the world. There, in good order, and with a warm welcome.

Here's what happened into one spot:

For thirty years people who had collected good books on the Labor Movement, on Southern history, on ways to get farmers better off, have been sending the books to Highlander Folk School. Some old boy bought the books, read them, made a thin living out of pushing what the books taught him, and up and died. And his wife sent the books to Highlander. It happened time and again. And in a goodish while of it they got a flock of books. Not trash. The standard volumes, and the ones that are hard to find; the cherished books from shelves that were in thoughtful people's homes.

Next thing: an eager young graduate of the University of North Carolina came from College to Highlander and got asked to work on Highlander's staff. Those guys didn't (and don't) get pay; they just work for the joy of getting helpless people organized to get what they need. This young man was named Harry M. Lasker. Came to Highlander in 1941. It wasn't long before the war came along, and Harry gets himself into the Air Corps. And it wasn't long before a plane hit the ground, and he was in it, and that was the end of Harry. His people saw that their son's brief life had in it just a few months of fulfillment:

his joyous work at Highlander. And they gave Highlander a building to put the books in. A comfortable, lightsome building, with a fireplace for the winter, and for the summer great glass windows opening onto the lake.

Main stream is Highlander Folk School itself, with a spot where everyone is welcome and at ease, with a staff of knowledgeable people ready to steer a body's reading, with good beds, luscious cornbread, and laughing companionship. Besides a pretty, and cool, piece of countryside.

These three things all came together, and made the Library at Highlander. Now there's a way for people to get scholarships to come and sit by the fire or out by the lake, and read the books, and eat the cornbread, and sleep in the beds and listen to the cowbells tinkling. Stretch your mind while you ease your body. That's what I call a lucky break, and those will be wise and lucky people who take advantage of it.

HIGHLANDER

MONTEAGLE, TENNESSEE

RECEIVED MAR 9 1956

March 7, 1956

Mr. George S. Mitchell
Executive Director
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear George:

We enjoyed all the company too - especially you and Alice.

Emil and Joey Willimetz live at:

7807 W. Acres Drive
Concord, Route 1, Tennessee

Cordially,

Henry

Henry

RECEIVED MAR 7 1956

HIGHLANDER

MONTEAGLE, TENNESSEE

March 5, 1956

Mr. George S. Mitchell, Exec. Director
Southern Regional Council
63 Auburn Avenue, NE
Atlanta 3, Georgia

Dear George:

If it is not too much trouble I wish you would return the enclosed library material since it seems to be our only file copy. I hope it provides the inspiration you need for a statement which we can use in connection with the second week of the public school integration workshops, at which time we hope to start a Highlander Great Books movement.

This is the statement that inspired me to make this request:

> It is a safe bet that farm prosperity is going to be more and more bound up with management of nation-wide price, production and marketing programs. At present over the South the smaller farmers are not organized to play their due part in the making of these policies. Yet they cannot have security and good living on the land unless they speak up . . . Highlander keeps open house for workers and farmers. Its staff gives help on every Union problem. Its students learn by doing in a modern way the work of modern unions. For thousands of men and womwn, who are leading the growth of the people of the South, Highlander is a bright memory of ideas, books, work and friendship that strenghtend them and the Union day by day. Every local union, large and small, money in the bank or running along almost broke, will be richly repaid for sending members to Highlander. George S. Mitchell

We had a good morning session and hammered out some good program material and also got suggestions for additional consultants. Briefly: we decided that while all three workshops would be open to anyone who wanted to attend, we would try to emphasize the Mountain-Piedmont area in the first workshop, (some of the mountain schools will ~~open~~ closed before the last workshop starts), the second would include an emphasis on the Union in relation to integration and the third will be for the Deep and Coastal South. I wish you could fit one of them into your sehudule and do your map talk and/or make other fitting contributions. We would like to put you down on our list of consultants and teachers.

I appreciate so much your offer to talk to Thurgood Marshall next month or was it this month?

It was good having you and Alice with us. Thanks for coming and helping out.

Cordially yours,

Myles Horton

March 15, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

I think all the changes are good and have adopted them. Plus all bitsy ones. Have knocked out twenty-one words.

If you like as is or with verbal changes, run.

I have heard from Thurgood Marshall that he would like to talk. Will be in New York April 9 and will try to see him.

Sincerely,

George S. Mitchell
Executive Director

GSM:mcf

Encl.

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

RECEIVED MAR 15 1956

March 12, 1956

Dr. George Mitchell, Exec. Dir.
Southern Regional Council
63 Auburn Street, N.E.
Atlanta, Ga.

Dear George:

Thanks for the prompt response to my request for a library article. We are returning it with suggestions from most all our staff members. We like the delightful treatment and hope the criticisms can be worked in without destroying the sense and flavor of what you had in mind.

Thanks also for your letter to Thurgood Marshall and your piece on Need for Farm Leases.

We have just added a July 1st - 7th Union School to our summer schedule. It is to be run for the Furniture Workers. Paul Christopher, Zilphia and I were at their area conference over the weekend where arrangements were made for the school. Zilphia is also to lead singing at their National Convention.

Paul is still trying to get clearance to return to the Executive Council. It seems that Joseph Burns of the Telephone Workers is the person he is trying to work through or get clearance from, I'm not certain which.

Best wishes to you and your lady.

Cordially,

Myles

Myles

March 15, 1956

Mr. Thurgood Marshall, Director and Counsel
Legal Defense and Educational Fund, Inc.
National Association for the Advancement of Colored People
107 West 43rd Street
New York 36, New York

Dear Thurgood:

Many thanks for your note. We were to talk about the Highlander matter. I am to be in New York for a crowded day April 9.

Have to be at ILGWU from 9:00 to 11:00 A.M., and at AJC luncheon, 4 East 60th Street, from 12:00 til 3:00 P.M.

Take your pick of shortly after 11:00 A.M. or shortly after 3:00 P.M.

If I'm unlucky and catch you out of town, I'm just unlucky.

Sincerely,

George S. Mitchell
Executive Director

GSM:mef

N. A. A. C. P.
LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
107 West 43rd Street, New York 36, N. Y.

JUdson 6-8397

RECEIVED MAR 14 1956

March 12, 1956

Mr. George S. Mitchell,
Executive Director
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear George:

Thanks for your letter of March 5th concerning Myles Horton's proposal. I think it would be advantageous for both of us if we could get together when next you are in New York.

Please let me know as far in advance as possible when you expect to be here and I will try to arrange to be in town.

Sincerely,

Thurgood

Thurgood Marshall
Director and Counsel

TM:abs

March 23, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

Error in the outgoing letter of March 20 about Community Leadership Workshop participants to meet at Highlander, March 6 and 7.

Sincerely,

George S. Mitchell
Executive Director

GSM:mef

RECEIVED MAR 22 1956

March 20, 1956

At the February Council of Southern Mountain Workers Conference I was made chairman of a Community Resources Development Committee. This committee is composed of labor, industrial, educational, health and religious leaders in the Appalachian South. The objectives are "to develop a high standard of living -- to improve the general welfare of the community as a whole, and to develop leadership and community participation". Five pilot projects were proposed for study purposes.

Since the program of this committee will be much the same as that of our School for Rural Adults I am inviting a half dozen of the nearest committee members and a few last year's Community Leadership Workshop participants to meet at Highlander, March 6th - 7th. This will be a planning conference to work on the program for the Committee on Community Resources Development and for the Rural Adult school announced in the enclosure.

Dr. William Biddle of Earlham College and his wife and Dr. Henry Taylor of Tennessee State Agricultural and Industrial College, who serve as advisors to the committee,will be with us.

I hope that you will be able to take part. We will start with a supper meeting, Friday, and end at noon, Saturday.

Myles Horton

Highlander Folk School
Monteagle, Tennessee

School For Rural Adults

JUNE 10 - 17, 1956

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

TOPICS:

*** Better Ways of Farming

*** Cooperatives

*** Long Term Leases

*** Rural Community Leadership

*** Community Improvement Programs at Home and Abroad

*** Responsibilities and Opportunities as Citizens of the World

TEACHERS AND CONSULTANTS:

The regular Highlander staff will be supplemented by agricultural specialists, practical farmers and rural community leaders.

WHO CAN ATTEND:

Farmers, ministers, teachers or any interested adults from farm communities concerned with improving rural life are welcome.

Send your name, address and topics with which you are most concerned to Highlander Folk School, Monteagle, Tennessee.

Some funds are available to take care of room and tuition if needed. Requests should be made with your letter of application.

COST:

$48 covers the full cost of room, board and tuition for one week; $8 per day for shorter periods. Scholarships covering all or part of the cost are available to those who are otherwise unable to enroll.

LIFE AT HIGHLANDER:

Life at Highlander is extremely informal. Classes are often held outside. Living quarters are simple - teachers and students live at the school, sharing sleeping quarters in the main building or in cabins.

There is time for reading in the library, talking with visitors and students, singing in the evening, swimming and fishing in the school lake, hiking and volley-ball. Bring comfortable clothes and shoes.

HOW TO GET TO HIGHLANDER:

Highlander is located 2 miles from Monteagle on 56. Busses provide service to Monteagle, which is between Nashville and Chattanooga. Taxis are available in Monteagle or the school car will meet you if notified of arrival time.

FORMER HIGHLANDER FARMERS SCHOOL:

In describing an earlier school, the Tennessee Union Farmer news story says:

> At Highlander people learn to find their own solution to problems they face. The farmers spent a week of concentrated discussion and thinking on problems which they themselves decided were important. These included: What is the best type of co-op for a given area? How is a co-op set up and managed and kept running smoothly? How can we get people out to meetings including wives and young people? How can we do something about the national and world problems that effect everybody?
>
> H. N. Hatley, President, East Tennessee Dairy Cooperative Association said, "I was highly encouraged by the sensible way the community leader took hold of the discussion and, with the help of the staff, worked out plans for the future. The Farmers School is important to our members because it not only increases their store of knowledge but also puts a spirit of life in that knowledge which makes men strong in their organization."

HIGHLANDER FOLK SCHOOL'S PURPOSE:

Highlander was founded in 1932 and chartered by the State of Tennessee for "adult education, the training of rural and industrial leaders and general education." Highlander's major purpose is to train community leaders for participation in a democratic society and to assist them in developing programs for improving the welfare of all people. The school works through non-segregated residential sessions, a south-wide field program and a community program in its own mountain neighborhood.

SCHOOL FOR RURAL ADULTS

CONSULTANTS:

Agricultural Extension Service
Soil Conservation Service
Forestry Services
Tennessee Farmers Cooperative
Production Credit Administration
National Farm Loan Association
Rural Library Service
Council of Southern Mountains, Inc.
Middle Tennessee State College
University of Tennessee
Tennessee Valley Authority

SCHEDULE:

7:00	Breakfast
8:30 - 10:00	General Discussion
10:30 - 12:00	Group Discussions
2:00 - 4:00	Field Trips
6:00	Dinner
8:00 - 9:30	Movies, Music
9:00 - 11:00	Informal Recreation

AFTERNOON FIELD TRIPS:

Visits will be made to truck, chicken, cattle and general farms in the neighborhood, and to see demonstrations of small farm practices.

EVENING PROGRAMS:

Evening programs are built around the problems and ideas expressed in the morning sessions. A combination of music, films, role-playing and dancing are used to present these ideas in a more dramatic form.

For additional information write
Myles Horton, Director
HIGHLANDER FOLK SCHOOL
Monteagle, Tennessee

RECEIVED MAR 28 1956

March 26, 1956

A date correction: the planning conference to work on the program for the Committee on Community Resources Development and the Rural Adult School will be at Highlander, April 6th - 7th.

Myles Horton

Highlander Folk School
Monteagle, Tennessee

Dear George: Thanks for catching us up on the error.

Anne

April 19, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

I can't find a Robert Marshall Fund in my directory. Tell me whom to write and where.

I cleared everything with Thurgood Marshall and he said he would do his part, and I am ready to do mine. Just need name and address.

Sincerely

George S. Mitchell
Executive Director

GSM/eab

Memo . . . FROM THE DESK OF

. . . . BETH FRIEDMAN . . . .

Telephone message given to Mrs. Mitchell 4/24/56
3:00 P.M.

Myles Horton called about 3:00 P.M., 4/24/56, saying that John Caldwell, in Chattanooga, wanted to talk to Dr. Mitchell. Caldwell's telephone number - 60303 - He is the school auditor fcr Highlander Folk School. Dr. Mitchell to call J. Caldwell.

Mr. Horton is going to Chicago and will not be back until 4/27 or 4/28.

Beth

Memo . . . FROM THE DESK OF

. . . . BETH FRIEDMAN . . . .

Mrs. Henry Shipard called Wednesday P.M., 4:45.

The auditor of the Highlander Folk School, working on the final settlement, wanted a copy of the minutes of the meeting last Saturday. Asked that a call be made to Dean Brazeal to send said copy to her in Chattanooga c/o Dr. Kenneth Gould, 110 Sherwood Road.

Call made, to Dean Brazeal.

HIGHLANDER

MONTEAGLE, TENNESSEE

April 23, 1956

RECEIVED APR 24 1956

Dr. George Mitchell
Southern Regional Council
63 Auburn Street, N. E.
Atlanta, Georgia

Dear George:

I have just talked to the auditor, John Caldwell of Meyer Winer Associates, 934 Volunteer Building, Chattanooga, Tennessee, and he has promised to come up Wednesday and have a full accounting of the financial situation including obligations to the Shipherds in my hands by Monday, April 30. He is personally interested in the school and is pushing other work aside to do this.

I will be meeting with Saul Alinsky Wednesday on the Schwarzhaupt renewal. The current good news is a $20,000 check from the Field Foundation.

Everyone is working hard on program plans and with the air cleared we are in a position to carry on a positive and, I sincerely hope, a constructive program.

The Robert Marshall Fund on which I asked for help is the

Robert Marshall Civil Liberties Trust
521 Fifth Avenue, New York 17

Simon Gross, Manager - to whom letterhead says
all communications should be addressed

I have been in touch with Roger Baldwin.

It is mighty encouraging to know that you and Thurgood are going to help us with them.

Thanks again for your help in straightening out the situation at Highlander and in offering to represent the Executive Council in seeing the solutions through to completion. Tell Alice how much we appreciate her making us all at home.

Cordially,

Myles

Myles

P.S. The present staff consists of Julie Mabee, Anne Lockwood, Betsy Freiheit, Septima Clark and James Hargis, who is farm manager. Mikkii Fowlkes will be here the first of May to do secretarial work. She worked here last summer and for several months a couple of years ago. She is the only one that the Council has not okayed as yet.

(Foundation file) Robert C Marshall Trust

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June 9, 1955

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

I have a copy of your letter of June 6 to Mr. Gross. I thought I made it clear to you that the Trust would not act in this complicated situation without advice as to the most useful investment of funds. I has already invested heavily in the NAACP litigation.

As I believe I have told you, the Trustees would want a very careful appraisal of your project by the NAACP and by George Mitchell so that we can weigh it in relation to other applications in the same field. There is no hurry about it since the Trustees would certainly not meet until the fall.

Ever sincerely yours,

Roger N. Baldwin

Roger N. Baldwin

cc: Simon Gross

35th Anniversary Year

63 Auburn Avenue, N. E.
Atlanta, Georgia
May 2, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

You will recall that at the Board meeting in Atlanta April 21, I was to get advice and prepare a statement as to what the Board understood to be the matter of recent disagreement in the staff.

Here is the statement.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
Encl.
cc: Mr. and Mrs. Henry Shipherd

FILE COPY

Highlander Folk School grew from and by the dream of Myles Horton and his wife. At the school, for more than twenty years, they have taught the labor movement in the South to think, to know history, uphold equality, and to sing.

Highlander ploughs ahead of the row.

It ploughs ahead because Myles and his wife have given their lives to their dream. And because many others have given money and years and loyal effort to that hope.

One such couple came two years or so ago, to share the burden of running a growing school. Henry Shipherd and Betty his wife, came with devotion, to bend themselves to somebody's else's purpose, and help make it work.

That's a mighty difficult role; to make another man's plan work out, under the supervision of the other man. Henry and Betty brought in a regularity that hadn't been there before. Regularity irks people with large imaginations. So, in time, the Shipherds irked the Hortons.

Then Mrs. Horton died. And Myles said either he or Shipherd had to run the place -- not both.

The end of that is Henry Shipherd will go. For no sins of commission or of omission -- only because a regulator and a hoper were put together to do a job.

The Board that has policy control over the school heard the whole matter, from each side. They leave the school in Myles Horton's hands -- it is his dream. However, in doing this they do not condone Myles' action in delivering an ultimatum regarding fellow directors without taking up such a matter in advance with the Board. Nor is the necessity for regularity in

the administration of the affairs of the school lessened by the Shipherds' departure. Rather, they have rendered an important service, even though accidentally, in focusing the attention of the Board on this need and pointing up the Board's shortcomings in not following the operations of the school more closely and providing sufficient guidance in policy formation. It has resolved to remedy this in its future relations with Myles Horton as Highlander's director. Resolutions have already been passed to achieve this goal.

The Board commends Henry Shipherd and his wife Betty as brave and honorable people, who in a tough situation conducted affairs and themselves with competence, devotion, and self-sacrifice.

63 Auburn Avenue, N. E.
Atlanta, Georgia
May 2, 1956

Mr. B. R. Brazeal
Morehouse College
Atlanta, Georgia

Dear Mr. Brazeal:

I took it on myself to send a copy of the amended Minutes to Henry and Betty Shipherd.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
Encls.
Dictated by GSM/signed in his absence

63 Auburn Avenue, N. E.
Atlanta, Georgia
May 2, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

Braseal sent me two copies of the Minutes. I had tiny changes to propose. Braseal agreed to the only one which actually changed any words. That is on page 4, item 3, which Braseal and I agreed might quite rightly read: "It was voted that immediately upon the reaching of financial agreement between Horton and Shipherd Horton be charged with the responsibility of carrying out Highlander's program and with administering any unexpired grants."

Any other changes are technical. Page 1 "in as much" should be all one word. Page 3 should be guaranteed, not "quaranteed."

Braseal and I are both aware that on page 2 $5,000 plus $2,000 does not make $10,000, but we are in agreement that the language of the Minutes is accurate.

I am sending a copy of these Minutes as corrected to Henry Shipherd.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
Dictated by GSM/signed in his absence

cc: Mr. B. R. Braseal

MINUTES COVERING AN EMERGENCY MEETING
OF THE EXECUTIVE COUNCIL OF
HIGHLANDER FOLK SCHOOL

On Saturday afternoon, April 21, 1956, the following persons of Highlander's Executive Council met in Atlanta, Georgia at George Mitchell's home to discuss "a disturbance at Highlander Folk School": - Aubrey Williams, who convened the meeting as chairman, Grace Towns Hamilton, Myles Horton, John Hope II, Henry Shipherd, B. R. Brazeal and George Mitchell. Attorney Clifford Durr, who came from Montgomery, Alabama with Aubrey Williams, was invited to sit in on the meeting.

Horton reported on conflicts which had developed between him, and Henry and Betty Shipherd. He said he wanted to take full responsibility for letting the situation develop in as much as he should have taken it up with the Executive Council at least six months ago. After emphasizing that honesty in the handling of funds was not involved, Horton stated that the conflict stemmed mainly from differences about the control of Highlander's finances. He felt that the disagreements were honest ones in that the Shipherds thought that allocated funds should be controlled by them. Next, there was a difference in philosophy. Horton wanted "to emphasize a quiet approach" which was the opposite of that emphasized by Henry Shipherd who was "interested in going to meetings, giving advice, helping people out, et cetera." Then, there were personal difficulties and misunderstanding. Horton felt that his suggestions were not welcome or accepted. Often when he made suggestions, the Shipherds would brood over them and communication between them and the Hortons was interrupted for several days at a time. Horton regretted that these reactions interfered with the program of the school and greatly reduced its creativity. These areas of conflict created an intolerable situation and the Hortons decided that they would resign if the Shipherds would do the same. Horton said that he could not continue to work in a situation where such ill

feelings have developed. Further, he stated that he was now prepared to resign and have the property turned over to the Executive Council to administer and that any debts owed to the Shipherds and those for which they are responsible in behalf of Highlander Folk School be paid.

At this point, Aubrey Williams called for Shipherd's statement. Shipherd said that he did not want to speak and that he was opposed to this meeting. However, he stated that after he received Myles' memorandum of April 17, 1956, dealing with the situation he, Shipherd, went to Nashville to talk with John Hope as a member of the Executive Council. Hope cautioned against any hasty decisions. In a memorandum to Horton from the Shipherds (as read), they too, cautioned against hasty action following Mrs. Horton's death. They also stressed their obligation to those persons who had contributed to the school through them. It was their thought that the resigning angle should be deferred until May, 1956. The Shipherds also felt that a decision resolving the dispute should come from the Executive Council. Shipherd said that they agreed to come to Highlander as members of the Board of Directors and assume financial obligations in behalf of Highlander with the School being about $5000 in debt. He estimated that current debts are about $2000, thus making a total of about $10,000. Shipherd said that he was not particularly interested in stidking up for legal angles but he felt that whatever is done to straighten out the difficulty must be done legally. He said that there were in his opinion, some financial or legal angles which should be discussed without Horton being present or with a sub-committee of the Executive Council.

After more discussion about debts, Horton said that he would assume personal responsibility for paying any money which an audit revealed is due the Shipherds and is agreed to by the Executive Council. Secondly, Horton stated that he will guarantee that no legal financial obligation of the School,

past or future, will be the debt of the Shipherds.

After some discussion on the matter, it was agreed that Shipherd's statement could be made with Horton out of the room. Shipherd said that Myles' reactions due to his recent sad experience were causing some concern among his friends at Highlander. Next, it was stated that last fall the Executive Council voted that an audit of Highlander's funds be made since "there had never been an audit". Shortly after the Shipherds came to Highlander, the federal internal revenue people said its records were quite inaccurate and incomplete, although this had nothing to do with any irregular use of funds. Mrs. Shipherd, as executive secretary, tried to carry out the suggestions of Mr. Dickey of the Internal Revenue Department. Myles did not think this was necessary because the foundations that contributed were satisfied. Finally, the Executive Council ordered that an audit be made. Most of the points of disagreement, it was asserted, are due to differences about financial matters.

Shipherd stated that at first he was co-director of the School. Later, he felt that a change should be made thus Horton was made director and Shipherd became the associate director.

At this point, Williams said that he thought Horton should come back into the room since nothing had been said that he should not have heard. Williams asked about the authority to handle this situation. He thought that the Executive Council had the authority, along with the staff, to run the School. Mitchell said he thought so too. Attorney Durr stated that the School as an incorporated entity was legally responsible for its debts. No one can sue a director, said he, unless he has personally quaranteed the payment of a debt. Shipherd wanted to know about his and Mrs. Shipherd's legal responsibility for any debts that they had signed for in behalf of Highlander; and about the approximately $5,000 which had been contributed by persons they had contacted.

Horton said they would be given their money back eventually, if they wanted it.

Horton read a statement from the minutes of the Executive Council's meeting on December 4-5, 1940 to the effect that the Executive Council had authority to determine policies for operating the School. It was ruled that since custom had established the Executive Council as having authority over the School, it should act in that capacity. Shipherd agreed to this ruling. Mitchell then proposed four points which were duly voted upon and adopted: (1) The Executive Council directs that an audit be made by an accounting firm employed by the chairman of the Executive Council and agreed upon by Horton and Shipherd. This audit is to cover all phases of the financial status of Highlander. This audit will also reveal what the School's financial obligations are to the Shipherds who have signed for debts on behalf of Highlander. During the meeting it was agreed that the present accountants, who were recommended originally by Shipherd, be engaged to make the audit. After the audit, the School's financial obligations to the Shipherds would be settled. (2) It was agreed that Horton as the Director of Highlander and representative of the Executive Council would assume responsibility for settling the School's financial obligations to the Shipherds and otherwise. Any disagreement arising in this area would be arbitrated by the chairman of the Executive Council. (3) It was voted that immediately upon the reaching of financial agreement between Horton & Shipherd Horton "be ~~forthwith~~" charged with the responsibility of carrying out Highlander's program and with administering any unexpired grants. (4) It was voted that Horton be directed to propose to the Executive Council suitable amendments to Highlander's charter and by-laws so as to reveal a clear source of administrative responsibility and operation. (Williams moved adoption of these four points and Shipherd seconded the motion which was passed without a dissenting vote.)

Up to this point, Williams had served as the chairman of the meeting.

Here, he asked for a motion to the effect that George Mitchell be made chairman of the Executive Council and vested with authority "to clear up these matters." Brazeal made the motion which was seconded by Hope - and duly adopted without any dissenting vote. Next, it was moved by Williams and seconded by Horton that Mitchell and Hope write out a statement setting forth the reasons why the Shipherds were to resign. This statement is to be used in any publicity that might be given this case.

Other adopted motions dealt with the following matters: (1) The Executive Council directed that the chairman of the Executive Council approve any further expenditure of funds, except for current operating expenses, until after the completion of the audit and a financial settlement with the Shipherds. (2) The Executive Council directed that terminal pay covering two months salary be paid to Betty and Henry Shipherd, respectively, on a monthly basis following the financial settlement which had been ordered. (3) The Executive Council approved the employment of Mrs. S. Clark for the forthcoming summer. Employment of other personnel must be cleared by the Director with the chairman of the Executive Council whose approval must be supported by at least other three members of the Executive Council.

Several other points were discussed informally before the meeting closed. Hope wanted to know what the Executive Council could do to assure Highlander's future program and fund raising efforts. Williams said that in his opinion, things had not been going on in a satisfactory manner for sometime at Highlander. He deplored the lag in the program and "the general looseness of the situation." He said the present situation "had put Myles on the spot and if it happens again, it would reflect on his competency to run the School." He said that he was surprised about the situation which had developed.

Henry Shipherd said when a satisfactory financial settlement is worked out, he will resign.

The Executive Council did not state exactly when the Shipherds would leave Highlander. Informally, they thought that this would depend upon how long it would take for the audit and financial settlement to be made. Someone mentioned that they should have about thirty days before moving. The chairman of the Executive Council is to check this matter.

B. R. Brazeal 4/30/56

Minutes submitted by B. R. Brazeal who served as recorder during the meeting.

63 Auburn Avenue, N. E.
Atlanta, Georgia
May 2, 1956

Mr. and Mrs. Henry Shipherd
Highlander Folk School
Monteagle, Tennessee

Dear Folk:

Here are the Minutes as agreed to between Brazeal and Mitchell. I never saw perfect Minutes of any meeting, but I think these are pretty good.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
Encl.
Dictated by GSM/signed in his absence

cc: Mr. B. R. Brazeal

7-1

AIRMAIL

May 7, 1956

Mr. Henry Shipherd, Associate Director
Highlander Folk School
Monteagle, Tennessee

Dear Henry:

I was glad to get your letter and have waited this long to answer only because the question of our doing something on the trade union front has been quite up in the air.

The prospect of our doing something in this field hinges almost entirely on a cooperative arrangement with Ben Segal. As matters now stand, Ben is considering making available to us the full time services of a qualified person for three or four months. I talked with him by telephone on Friday. He thinks as highly of you as we do but he has a rather strong feeling that the man for this particular project should, if possible, be a Southerner. George Mitchell is to see Segal in Washington this week, and I should know more about his (Segal's) plans shortly.

I'm sorry to have to write you such an unhelpful letter. As you know, you have some staunch friends in this office, and I am sure we would enjoy working together. I will write you again as soon as the situation is clearer. Meanwhile, if you leave Highlander, let us know how to communicate with you.

Sincerely,

Harold C. Fleming
Assistant Director

HCF:o

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

MYLES HORTON, DIRECTOR — HENRY SHIPHERD, ASSOCIATE DIRECTOR

May 1, 1956

Mr. Harold C. Fleming
Assistant Director for Information
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Harold:

I little realized when I was talking with Irene, Fred and you a few weeks ago that there would be such startling changes at Highlander so soon. You have probably heard about the sudden death of Myles Horton's wife and some of the changes at the school which have led to our resignation from the staff effective May 1st.

Both my wife and I would like to stay and work in the South at least for ~~at least~~ a few more years, and I am now prospecting for the kind of job which would make that possible. My first choice would be to find something of a temporary nature for the summer.

I talked with Ben Segal in Washington last Friday and he suggested I write you about the possibilities of doing some work with you in gathering facts about trade union involvement in White Citizens' Councils; the extent of job discrimination in various industries and unions; and the effect of economic boycotts by both Negro and white groups. Ben said he would write you about what he had in mind.

I think my ten years' experience with the trade union movement and my more recent contact with key Negro and white leaders in many Southern states should make it possible for me to work effectively in this area.

Let me know what you think. Mail will reach me at Monteagle, Tennessee until May 15th, and our phone number is Monteagle 165.

My best to George and Fred.

Sincerely,

Henry

May 7, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

Miserably on May 25th I have to be at Charlottesville, Virginia. Try again.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

Field Studies

Monteagle, Tennessee

May 9, 1956

Mr. Harold C. Fleming
Assistant Director
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Harold:

You can reach me after the 17th of May c/o Dr. Kenneth Gould, 110 Sherwood Road, Chattanooga, Tennessee - phone Chattanooga 4-7950.

Tell Ben my two years in the South plus the Highlander contacts with trade unions throughout the South gives a broader coverage and contact than most southern trade unionists get in five or ten years.

Thanks for your interest and friendship.

Sincerely,

Henry

Henry F. Shipherd

May 17, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

I have duly written Mr. Gross at the Robert Marshall Civil Liberties Trust and told him you guys are after something really helpful, and that his Fund ought to help you. Hope it works.

I told you that when I was in New York a month ago Thurgood Marshall said he would forthwith telephone Roger Baldwin and back you up. I have no way of knowing what Marshall did, but I have did my duty.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

RECEIVED MAY 25 1956

ROBERT MARSHALL CIVIL LIBERTIES TRUST

521 FIFTH AVENUE NEW YORK 17, N. Y.

ADDRESS ALL COMMUNICATIONS TO SIMON GROSS, MANAGER

cc: [illegible]

May 23, 1956.

Mr. George S. Mitchell
Southern Regional Council
63 Auburn Avenue N. E.
Atlanta 3, Georgia

Dear Mr. Mitchell:

I acknowledge receipt of your letter of May 17th with respect to Highlander Folk School. I shall present your letter to the Trustees at their next meeting for which a date has not yet been fixed. It is not likely to be within the next two or three months.

Sincerely yours,

Simon Gross

SG:ME

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

May 27, 1956

RECEIVED MAY 31 1956

Mr. George Mitchell, Exec. Dir.
Southern Regional Council
63 Auburn St., N.E.
Atlanta, Ga.

Dear George:

We have found a final exclamation point to add to your "I've come down here to get went with and ain't been" story. J.D. Marlowe along with the rest of us have retold your tale to many who have been by here at the school. Then last Tuesday JD goes to Georgia, not to marry one of those cracker girls but Miki Fowlkes from Arkansas. The next day he dictates a post card to Miki's parents for her and on it are these words: "I came down here to get went with and have been".

Anne

Anne Lockwood

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

June 11, 1956

Dr. George Mitchell
Southern Regional Council
63 Auburn Ave. N. E.
Atlanta 3, Georgia

RECEIVED JUN 15 1956

Dear George:

We are enclosing some extra workshop announcements and we hope you will be able to get some people from around there enrolled. You can offer scholarships covering all expenses at the school to anyone you think should come. We hope this announcement reflects the planning of those of you who have been working with us on the program. If you need any more announcements let us know.

Mrs. Septima Clark, who is in charge of the recruiting, would be traveling around in the South now but she was notified by the Charleston school officials that her teaching contract was terminated. She was obviously fired because of her activities and the vigorous stand she was taking on integration. We want to make a test case of Septima's loss of her job and that means that she must spend more time in Charleston and much less time recruiting. We told her to spend all the time there that was necessary and that we would make a special appeal to you and others who had been at Highlander to get students for the workshops. In this way you can not only help with the program at Highlander but take some of the burden off of Septima and in that way help with her fight in Charleston.

Let us know as soon as possible how many people we can count on from your area.

Sincerely,

Myles Horton

P.S. Could you pass on the word to your state people about the workshops and reading week.

Rosa Parks is going to help with recruiting.

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

June 11, 1956

Mr. Harold Fleming
Southern Regional Council
63 Auburn Street, N.E.
Atlanta, Georgia

Dear Harold:

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Let us know as soon as possible how many people we can count on from your area.

I am sending out this letter to former workshoppers, etc and hope you and George and Fred, whoever is there, can come up with some good recruiting ideas.

Sincerely,

Myles

Myles Horton

June 12, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

In re "Highlander Library" stuck at the back of the description of public school integration workshops. Sixteenth line from the bottom says "This stream is Highlander itself." Should say "Third stream is Highlander itself."

And blessed did the word "Third" begin a separate paragraph. But I realize the cramming for space.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

June 15, 1956

Miss Anne Lockwood
Highlander Folk School
Monteagle, Tennessee

Dear Anne:

I am delighted to know that somebody sure enough got went with.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

June 21, 1956

Mrs. Septima Clark
Highlander Folk School
Monteagle, Tennessee

Dear Mrs. Clark:

I have received your letter of June 19 and after checking my calendar, find that I am free on the 18th and will be glad to come to Highlander to talk with your workshop at that time.

I note that you say you are expecting me to speak on legislative bills dealing with integration and human relations in the South. While I have a law school background I have not done much research in this field, but will be glad to pull together information on legislation, if you wish.

Usually, I deal with social and economic changes in the Southern region and the influence of major litigation on the socio-economic picture and the growth of democracy. Please drop me a note and let me know what you desire.

Cordially,

Frederick B. Routh
Assistant Director

FBR:mef

P. S. Best regards to my good friend, Myles Horton.

Dictated by Mr. Routh. Signed by his secretary in his absence.

August 1, 1956

Mrs. Septima Clark
Highlander Folk School
Monteagle, Tennessee

Dear Mrs. Clark:

Thank you for your letter of July 25, and I will be up there on schedule on the 8th of August.

I am glad to find that you have some union workers signed up for this go round.

Looking forward to seeing you and Myles when I get there.

Cordially,

Frederick B. Routh
Assistant Director

FBR:mef

August 9, 1956

Mr. Myles Horton
Highlander Folk School
Monteagel, Tennessee

Dear Myles:

It was good to be with you and Mrs. Clark. I enjoyed meeting with your group and found them stimulating. I trust that what I had to say contributed to their understanding of the current situation in the South and some of the possibilities of solution to our regional problems.

As you recall, George let the Council pay my expenses to the first workshop and then gave me permission to go to the others on Council time, but not at Council expense. Hence, I am submitting to you my expenses for the trip.

Best personal regards.

Cordially,

Frederick B. Routh,
Assistant Director

FBR:mef

August 24, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

I'll get there for September 25th all morning, but I can't make it for the Monday. Stretches me to be there Tuesday, but I'm a'coming.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

Highlander Folk School
Monteagle, Tennessee
August 23, 1956

RECEIVED AUG 24 1956

Memo to Executive Board from Myles Horton

September 24-25 has been proposed as a suitable date for the next Executive Council meeting. It is important that every member of the Council be present.

Since I was authorized by the Council to employ staff for the summer only, it will be necessary to approve staff members for the year at this meeting.

A plan for legal reorganization of Highlander will be presented.

Plans for additional building to make possible a regular children's camp will have to be considered.

Proposals made by the September 4-6 planning conference on Highlander's 25th Anniversary will be discussed.

The meeting will start with a 12:00 luncheon Monday, September 24th and end at noon the following day. Families of Board members are invited. Plan to come Sunday if you can. Please let us know when we can expect you.

Dear Myles,

Far as I can tell I'll be there. Expect would bring Alice with.

OSH

September 19, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

Alice and I will drive up in the last part of Monday afternoon, September 24th. We would like to sleep at Highlander if you can save us a bed. I don't think we can get there before 9:00 p.m. In the unlikely event that we don't get through to Highlander that night, you may be sure we will turn up for breakfast Tuesday morning and be there until the meetings are over.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

October 16, 1956

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

I had a letter from a Florida mother whose children were at the Koinonia Camp last summer. About other things, but she said:

> "My own two daughters, who attended an interracial camp (Camp Koinonia at Highlander) last summer make more progress during the course of an afternoon of play than we adults make in month's of talking and planning. I overhear their conversations with their playmates; simple direct, and irrefutable statements that set their friends to thinking; that send their friends scurrying home to re-open discussions with their parents."

Thought you would be pleased. I shouldn't quote it were I you, but keep it to build your own pride.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

October 18, 1956

Dear George:

If we change the date to Saturday and Sunday, January 5th and 6th, could you make it? This would enable you to get away at noon Sunday. If so, we will change the meeting to that time.

Cordially,

Myles

Myles

RECEIVED OCT 22 1956

December 26, 1956

Mrs. Cary Robertson
Anchorage,
Kentucky

Dear Priscilla:

I sent a copy of your maggie to Congressman Brooks Hays, and he handed it on to the Washington man for the Arkansas Gazette (Little Rock), and the Gazette turned it into an editorial article.

So the maggie moves along.

Pressed by various ones here I have written out some final advice to the South and today submitted it, as urged by my own people, to the New York Times Magazine. We all hope they will take it. If they won't it may come out in the end as something your maggie would like; but for the moment I am not in the business of promising writings. I am packing house!

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

FBR — Advice? HCF

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

John Eustice by —

RECEIVED MAY 22 1957

May 18, 1957

Mr. Harold Fleming
Southern Regional Council
101 Auburn Avenue
Atlanta, Georgia

Dear Mr. Fleming:

Highlander Folk School is planning an inter-racial camp beginning June 24 to July 13. This is formerly the Koinonia-Highlander Boy and Girl Camp.

Children from 8 to 12 years old are eligible to attend.

An enclosed brochure will give the general details of the program.

Please let me know immediately if you know of a child or children who would be interested in attending. Please ask the parents to fill out the enclosed application blank and return it to me to the above address. Thank you.

Sincerely yours,

Septima P. Clark
MK

Mrs. Septima P. Clark
Acting Camp Director

SC/mk
enclosures (6)

APPLICATION FOR KOINONIA-HIGHLANDER CAMP
Highlander Folk School
Monteagle, Tennessee

June 24 - July 13
1957

NAME OF CHILD_____ DATE OF BIRTH_____

NAME AND ADDRESS of the Child's Teacher and one reference not related to him:
(Teacher's name only, if the child has previously attended Koinonia-Highlander Camp)

_____ _____

_____ _____

To insure the inter-racial balance of the camp, please indicate the Child's racial ancestry _____ Religious preference, if any_____

I agree to pay the sum of $95 for three weeks, $10.00 of which I enclose as a deposit. The balance of $85.00 I will pay when my child arrives in camp. ($10.00 discount to old campers.) In case of change in plans before June 10, the deposit will be returnable. This fee includes insurance.

Koinonia-Highlander Camp is a non-profit organization. For children not able to pay the whole fee, donations to the Campership Fund will be most acceptable.

Date _____ Signature _____

Address _____

Telephone _____

NAME AND ADDRESS OF FAMILY PHYSICIAN _____

_____

Telephone _____

Please note any details which might be helpful in adjusting your child to camp life. Use back of sheet if necessary.

_____

_____

_____

_____

_____

On a Mountain,
In Tennessee-
Friendliest Camp,
In the land-
of the Free.
Koinonia
HIGHLANDER
Boy & Girl CAMP
Monteagle
Chattanooga
Atlanta
HYW.91
HIGHLANDER FOLK SCH'L
Monteagle Tenn.

Why Camping ?

Wholesome Fun in the Out of Doors!

Developing Physical Skill and Coordination!
Learning to shoot a bow like an Indian, learning to throw and twirl a rope like a cowboy, learning to swim and dive, learning to paddle a canoe or row a boat, climbing a mountain, learning to do your own cooking—these are ways we build our muscles and coordinate our bodies.

Putting Imagination into Creative Use!
Building your own shelter, making your own Indian or Cowboy outfit, cooking over an open fire, telling stories and singing around a campfire, sleeping under the stars, climbing a mountain—these are ways we make creative use of our imaginations.

Enlarge the Fellowship Beyond the Family!
A child does not always remain at home.

Learning Basic Needs in a Simpler Setting!
Our complicated life needs to be stripped of superfluity. Camp provides the basic needs of life:—a place where the child, under guidance, creates his pattern of living, his society and his culture.

Developing Social Consciousness and Beginning to Acquire a Social Conscience!
To aid in the process of developing a sense of community based on the respect for individual worth, we have guidance from trained leaders with a social conscience and a personal interest in every child.

Finding Relationships to One Another and to God!
Our world makes us live together. Living together demands a more than human direction. A child sees and senses the "more than human" in the out of doors. Our children need to learn to love and live across racial barriers and in spite of them. An integrated camp allows for growth in this area.

Where we camp

Base Camp—
is located at the Highlander
way 56 toward Tracy City.
for one counsellor and five c
A craft shop, a large recrea
fireplace), modern kitchen
a council ring, a ball field a

Outpost Camping—
Modern camping has shifte
creative group "learn by doi
up his own camp; shelters,
work with the small group
their program and in non-v
of the group. All of our coun
Training School for Integra

Medical Care—
is provided by a local physic
the camp site.

Swimming Program—
is set up to meet the Y.M.C.
instructor. Two boats and a
swimming tests.

We are a member of the A

Camp Koinonia-Highlander

and twirl a rope like a
or row a boat, climbing
s we build our muscles

oy outfit, cooking over
eeping under the stars,
our imaginations.

provides the basic needs
tern of living, his society

a Social Conscience!
sed on the respect for
a social conscience and a

re than human direction.
loors. Our children need
em. An integrated camp

Where we camp and how we camp:

Base Camp—
is located at the Highlander Folk School, 2 miles from Monteagle, Tennessee on Highway 56 toward Tracy City. The camp living units are wood platform cabins designed for one counsellor and five campers. Shower and toilet facilities are close to the cabins. A craft shop, a large recreation hall, a log cabin dining hall (pine panelled with big fireplace), modern kitchen facilities, an archery range (stationary and field targets), a council ring, a ball field and a lake are in the main camp area.

Outpost Camping—
Modern camping has shifted teaching emphases from mass program activities to small creative group "learn by doing" techniques. Our goal is to assist each camper in setting up his own camp; shelters, cooking area, play space—all out of his imagination. We work with the small group (one counsellor to each five campers) in helping them plan their program and in non-violent dealing with problems arising between the members of the group. All of our counsellors have pre-camp training at the Highlander Counsellor Training School for Integrated Camping.

Medical Care—
is provided by a local physician who is on call. A hospital is available a few miles from the camp site.

Swimming Program—
is set up to meet the Y.M.C.A. Aquatic requirements under supervision of an accredited instructor. Two boats and a canoe are available to campers after they have passed their swimming tests.

We are a member of the American Camping Association.

Camp Koinonia-Highlander is limited to 30 campers.

NOTICE — A CHANGE — BUT

"A mountain-top experience for your boy and girl unequalled anywhere in the South."

LIMITED TO (1) PERIOD

June 24th-July 13th

PARENTS VISITING DAY

July Fourth

No child is accepted without a health examination O.K. from your doctor.

FEES

Fees are nominal and cover insurance from the time your child leaves home until he returns to your house. This includes both medical and accident insurance. Fees are as follows:

One period—$95.00
$10.00 discount to old campers

REGISTRATION

The enclosed application, accompanied by $10 deposit, should be returned as soon as possible.

For further information, write:

Mrs. Septima Clark
Acting Camp Director
Highlander Folk School,
Monteagle, Tenn.

John Eustice.
Assistant Director in Charge of Program
Koinonia Farm,
Rt. 1, Americus, Ga.

DON'T BE LATE FOR THIS IMPORTANT DATE!

LIMITED TO 30 CAMPERS

Boys and Girls 8 to 12 years of age.

HIGHLIGHTS OF THE 1956 CAMP—

Moving Camp from Koinonia to Highlander
The welcome to Highlander
Canoeing in the new aluminum canoe
Capture the Flag games at dusk
Learning to swim (Y.M.C.A. achievement tests)
Archery—target and "deer" hunts
Throwing and spinning a lariat
Making things in the craft shop
Making new friends
Indian councils after tribal tests
Camping under the stars
Climbing up and down the mountain
Making Indian outfits
Cookouts at the bluff
Swimming at Monteagle Falls
Story telling at May Justus'

IN STORE FOR 1957—

Eating in the New Dining Hall
Sleeping in new cabins
Outposts across the valley
Horseback riding
Exploring a cave
Visiting a coal mine
Addition of another boat
New Archery range and field targets

26 August '57

Mr. Myles Horton, Director
HIGHLANDER FOLK SCHOOL
Monteagle, Tennessee

Dear Myles:

If you recall, when you phoned me at Montreat, N.C., I agreed to speak at the 25th Anniversary Seminar at Highlander but told you I couldn't be present for the full time because of previous personal commitments.

I have just received a letter from Mr. Reagin and a copy of the seminar schedule. To my amazement I find that I am listed to chair a workshop on "the implications of integration for community and civic organizations." This assignment would run for the duration of the full Labor Day weekend.

I note that the two actual workshop sessions meet on Saturday and Sunday aftrenoons. I can drive up Saturday morning and stay through Sunday afternoon. I have an engagement in Atlanta on Friday afternoon and have out-of-town guests arriving Sunday. If I get back no later than Sunday evening they will probably be understanding about the whole thing. I'll chance it.

If this is satisfactory to you and the folks at Highlander I will be glad to participate.

Best personal regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR/s

CROSS REFERENCE SHEET

NAME OR SUBJECT:

Willard Baldwin
(Representative of Hampton Institute)

REGARDING:

Data on Georgia Commission on Education and Highlander Folk School controversy.

DATE:

October 25, 1957

also

October 29, 1957

(SEE)

NAME OR SUBJECT:

Correspondence General - "BA"

See Also:
Staff Memo from EBR to P.H. dtd. Oct. 25, 1957
Paragraph 5.

MARION A. WRIGHT, PRESIDENT
GORDON B. HANCOCK, VICE-PRESIDENT
ALBERT W. DENT, VICE-PRESIDENT
RUFUS E. CLEMENT
CHAIRMAN, EXECUTIVE COMMITTEE
HAROLD C. FLEMING, EXECUTIVE DIRECTOR
FREDERICK B. ROUTH, ASSISTANT DIRECTOR
JOHN HOPE II, CHIEF CONSULTANT
C. H. PARRISH, PROGRAM ASSOCIATE
MRS. M. E. TILLY
DIRECTOR OF WOMEN'S WORK
JOHN CONSTABLE, DIRECTOR OF INFORMATION
FLORENCE B. IRVING, RESEARCH ASSISTANT
EMORY F. VIA, LABOR CONSULTANT
PAUL ANTHONY, ADMINISTRATIVE ASSISTANT
RUTH HOUSE ALEXANDER
SECRETARY-TREASURER

Southern Regional Council, Inc.
ROOM 432, 63 AUBURN AVENUE, N. E. ATLANTA 3, GEORGIA
JAckson 2-8764

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in the South.

November 15, 1957

M E M O R A N D U M

To: Harold C. Fleming, Executive Director

From: Frederick B. Routh, Assistant Director

Since the Council has been attacked because of my participation in the Labor Day Weekend Workshop at Highlander Folk School, I think it only proper to set the record straight.

As you know, neither I nor the Southern Regional Council had any connection, official or unofficial, with the sponsorship, planning, or direction of the conference. I was invited to participate as an individual by Myles Horton, the Director of Highlander, who asked me to lead a workshop on "The Impact of Desegregation on Community Organizations." This group met twice for two hour sessions. I can assure you that those things which we discussed were all in the best of democratic tradition; that no totalitarian ideology - either Communist or Fascist - was mentioned, nor would it have been tolerated had it been raised.

I also attended the worship services on Sunday morning. Again, nothing out of keeping with democratic practices was said during the services. This was the extent of my participation for I had to be back in Atlanta Sunday evening. Wilton Dillon, of the Phelps Stokes Fund, and I drove back late Sunday afternoon.

Several items are important to remember about my participation:

1) I attended as an individual, not as a representative of SRC.

2) Highlander Folk School has not been listed as a subversive organization by either the Attorney General of the United States or by the House Committee on Un-American Activities.

3) My own record of loyalty to the United States and to democratic ideals is unimpeachable and my opposition to Communism and tyranny in every form is unequivocal.

Frederick B. Routh

COPY COPY

FOR IMMEDIATE RELEASE
October 5, 1957

Statement from: Myles Horton, Director
Highlander Folk School
Monteagle, Tennessee

An undercover agent sent to Tennessee by Gov. Griffin of Georgia charges that the Daily Worker also infiltrated a Highlander Workshop. If so, the alleged infiltrators were unidentified by the School or by newspaper reporters who covered the speeches and discussions at Highlander's 25th Anniversary Celebration. Ed Friend paid the required registration fee like all other applicants to the event and voluntarily identified himself as an employee of the Water Pollution Department of the State of Georgia. Like 179 other participants, the undercover agent was free to attend all meetings and to take pictures of other participants, speakers, and activities such as swimming and square dancing. Sessions were covered by the press, and the Tennessee papers carried daily reports of all speeches and discussions. In the meantime, Gov. Griffin himself was giving aid and comfort to Gov. Faubus' efforts to use armed resistance to a court order for integration of a Little Rock high school.

Since 1953 hundreds of southern community leaders have openly and honestly taken part in scores of Highlander workshops on the subject of integration. In celebration of Highlander's 25th Anniversary, a distinguished group of courageous southern leaders were brought together over Labor Day week-end; and adults committed to democratic solutions to social problems were invited to enroll for a discussion of "The South Thinking Ahead". Highlander takes pride and assumes full responsibility of the speakers and discussion leaders selected and for the program itself. However, we had only such information of the participants as they themselves furnished us. For example, Friend, Gov. Griffin's undercover agent, said he was a freelance photographer and water pollution expert for the State of Georgia. He gave the name of an Atlanta college professor as a reference. There was no way of knowing that he was a White Citizens Council member or sympathizer and an official "infiltrator".

Georgia's undercover agent's report of participants includes along with the Rev. Martin Luther King, Aubrey Williams, and Mrs. Rosa Parks, the name of an alleged Daily Worker reporter. Since this charge has not been verified, we can only say that Highlander did not and does not welcome enrollment of anyone with a totalitarian philosophy whether from the extreme right or from the extreme left. In these troubled times, nothing but more trouble can come from the White Citizens Councils' and the Communist Party's infiltration into groups earnestly seeking a democratic solution to our problems. Both are morally bankrupt and have nothing to offer. We want only those at Highlander who do their own thinking.

The interest in Highlander of Georgia's segregationists dates from our inviting the Koinonia Farms of Americus, Georgia, to hold their children's camp here after the children were run out of Georgia.

HIGHLANDER FOLK SCHOOL

MONTEAGLE TENNESSEE

ANNIVERSARY

January 6, 1958

Mr. Fred Routh
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Routh:

Highlander will have four workshops during the summer. The months of June, July, August and September have been decided upon. The announcement folders with specific dates will be mailed later.

The staff needs your assistance in helping to recruit civic-minded community leaders and also your contribution gained from your experience in the field of leadership.

The people in many communities are waiting for a boost from a person like you.

Won't you let us know if you can serve as a consultant during one of these months? Enclosed is a post card. Please check the month that suits you best.

Sincerely yours,

Septima P. Clark

Mrs. Septima Clark

SC/js
Encl. (1)

P.S. If there is a discarded toaster around, we would appreciate having it very much.

CROSS REFERENCE SHEET

NAME OR SUBJECT:

Alonzo G. Moron

REGARDING:

Speech bearing answers to charges made by Ga. Commission on Education regarding participation at Labor Day Weekend at Highlander Folk School.

DATE:

January 9, 1958 (date of Ltr.)
Speech dated: October, 1957

(SEE)
NAME OR SUBJECT:

Board - Gen. Correspondence

Rec'd 2/17/58

HIGHLANDER FOLK SCHOOL

MONTEAGLE TENNESSEE

ANNIVERSARY

February 8, 1958

Mr. Harold C. Fleming, Executive Director
Southern Regional Council
Room 432
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Fleming:

Highlander Folk School has scheduled a series of workshops on Citizenship and Integration, the first to be held May 2, 3 and 4 to discuss the role of the law-abiding majority.

Harry Golden, editor of the Carolina Israelite, and Francis Manis, Professor of Social Work at the University of Tennessee, will participate in the discussions.

This workshop should help those interested in the cause of human relations to return to their communities refreshed and relieved of pressure and frustrations, enriched with techniques and information.

The May workshop is primarily designed for people who are affiliated or working with organizations or agencies concerned with these problems.

One subject that might well be considered is the population movement from rural to urban centers both in and out of the South and the problems this shift is causing urban agencies.

The planning committee would appreciate suggestions for running the workshop and any materials and information we might be able to use. Final plans will be made at a March 22 - 23 planning session. Please let us have the benefit of your thinking as soon as possible.

Sincerely yours,

Septima P. Clark

Mrs. Septima P. Clark
Director of Education

SC/js

C.

April 3, 1958

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

Thanks for your letter of March 28 concerning your forthcoming workshop on "Community Services and Segregation." You have an impressive group of participants lined up, and I am sure the workshop will be fruitful. Those dates, however, will find me away on a week's vacation, long and adamantly planned by my wife. Fred, who would be the only logical alternate here, will be attending the Board meeting of NAIRO. So I'm afraid we will have to miss.

I am glad to know that your last Executive Council meeting dealt with the problems raised by right-and-left "infiltration" at the Labor Day Weekend Workshop. Of course, all of us working in this field can expect to be smeared and would be foolish to get unduly upset about it. But the farther the segregationists have to reach for their spurious "evidence", the better. Our feeling is that the less we do to lump our various efforts together publicly, making one target instead of many, the more strategically effective we will be in our several roles.

Perhaps we will have a chance to discuss these common concerns sometime soon. Meanwhile, best wishes for a successful conference.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

BC to: John Hope, II with thermofaxed copy of Horton's ltr. - dtd. 3/28/58.

HIGHLANDER FOLK SCHOOL
MONTEAGLE 25 ANNIVERSARY TENNESSEE

March 28, 1958

Mr. Harold Fleming
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Harold:

A workshop on "Community Services and Segregation" is scheduled May 2 - 4 at Highlander. This workshop is designed to help professional people and volunteers associated with health, welfare and human relations organizations to work together and with the larger community on problems bearing on integration.

The leaders will be drawn from board members and professionals associated with agencies and organizations including social work, law and medicine. There will be ample time for discussion. Francis Manis, Fulbright Lecturer in Social Work, will serve as co-director of the workshop. Harry Golden, editor of the Carolina Israelite, and Franklin H. Williams of the N.A.A.C.P. will speak at evening meetings.

We have a list of second choices for most of the sessions, but for yours* we could get no suggestions from participants at the planning session consisting of Francis Manis; Alice Cobb and Louise Young of Scarritt College, and members of our staff. Louise Young particularly felt that it was essential that we get you to synthesize the discussions that take place and clarify the goals. I heartily agree.

I realize that this invitation, following on the heels of our unfortunate visitation during the Labor Day Weekend Seminar, may raise some problems for you. But I hardly think that the kind of people who will be attending this workshop would include the Berrys of the Daily Worker or Ed Friend of your own state. Since this is to be a professional group, the likelihood of an embarrassing "expose" is small.

Perhaps Brazeal has told you that we discussed this whole problem at our last Executive Council meeting and hope that we have worked out procedures that will make a repetition of what happened Labor Day Weekend unlikely.

I mention this because I know this problem is a legitimate concern of all of us who are working in the human relations field in the South, and certainly we do not want in any way to embarrass our friends.

Won't you let me know right away whether or not you will be available for this session of the workshop. Please try to make it.

Sincerely yours,

Myles

Myles Horton

* The notes from the planning session came to me after this letter was dictated, therefore this P. S.

We want you for the 9:00 a.m. session Sunday, May 4th and the subject is "How Can We Reinforce Each Other?" We would like to have you with us for the entire workshop.

"COMMUNITY SERVICES AND SEGREGATION"

May 2, 3, 4 Workshop

HIGHLANDER FOLK SCHOOL
MONTEAGLE, TENNESSEE

For whom the Highlander bell tolls:

Unlike any previous Highlander workshop, the program is geared to the unique and combined needs of volunteers and professionals associated with the following organizations and professions providing services to people in southern communities:

1. Board Members and Others From These Organizations:

Medical, psychiatric, and psychological services, including hospitals, public health clinics, psychiatric clinics, etc.

Social work services, including family and children's agencies and institutions, departments of public welfare, juvenile courts, Urban Leagues, Travelers Aids, Legal Aids, settlement and neighborhood houses, Boy and Girl Scouts, YW and YMCAs, councils of social agencies, united funds, etc.

Human relations services, including regional, state, and local human relations councils and organizations, etc.

2. Staff Members and Others From These Professions:

Clinical Psychology	Nursing
Law	Psychiatry
Medicine	Social Work

Why

- Churches and schools (and preachers and teachers) have found themselves in the middle of public discussion related to desegregation. Workshops for these two social institutions and professions have been and will continue to be needed.

- The social institutions and professions for which this workshop is designed have been, for the most part, left out of the arena of public discussion.

- Many troubled board members and professionals associated with health and welfare organizations feel the need to look at themselves and their communities in relationship to a major area of social change in the South.

Areas for Discussion

- Identification of problems bearing on integration being faced by health, welfare, and human relations organizations in the South, with emphasis on those that touch on the internal functioning of organizations as they provide human services.

- Ways that health, welfare, and human relations organizations can work together with each other and with the larger community on problems bearing on integration. Here the emphasis is on "looking out" from a particular organization.

. The human relations impact of migration on both urban and rural communities in the South and its effect on needs for community services.

. Where do the professions stand and how can they work together in dealing with problems bearing on integration both within their own organizations and within the larger community?

. What is being done and can be done about the identified problems so that workshop registrants may return home with some additional tangible, practical ways of involving themselves constructively as their communities struggle with social change?

Leaders and Speakers

The four workshop sessions will draw as chairmen and leaders board members and professionals associated with agencies and organizations which provide community services for people. To be announced.

The two evening sessions will feature the following speakers:

Friday, May 2, at 8:00 p.m. - Franklin Williams, Director, West Coast N.A.A.C.P. on "Community Agencies and the Law".

Saturday, May 3, at 8:00 p.m. - Harry Golden, Editor, The Carolina Israelite on "The Golden Rules".

Workshop session will begin with a 12:30 lunch Friday, May 2 and end with lunch Sunday, May 4.

Cost will be $16 for room, board and tuition. Write for application blank.

HIGHLANDER FOLK SCHOOL
Monteagle, Tennessee

April 25, 1958

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

About a year and a half or two years ago, the Georgia Council on Human Relations received a letter of inquiry from one Susie Greene of Wadley, Georgia. She wanted to know about the Georgia Council's program and what she might do individually in the field of race relations. She was sent the appropriate information and invited to associate herself with an interracial group in Augusta - about 30 miles away, I believe. I have been unable to find any further record of Miss Greene's interest in this field.

I am going to be away for the next ten days, but I am asking Paul Anthony to check with a few knowledgeable people the first of next week. If he finds out anything about Miss Greene's bonifidees, he will let you know.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

HIGHLANDER FOLK SCHOOL

MONTEAGLE 25 ANNIVERSARY TENNESSEE

April 23, 1958

Mr. Harold Fleming
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Harold:

I am terribly disappointed that you cannot take part in our workshop. I want to talk things over with you but I do not know when I will find time to get to Atlanta.

I wish you would have someone find out who Susie Greene of Wadley, Georgia is. She has expressed interest in integration but we have no way of knowing what her motive is.

Cordially,

Myles

Myles Horton

NEWS RELEASE

Highlander Folk School
Monteagle, Tennessee
April 12, 1958

Social workers, clinical psychologists, lawyers, doctors, settlement house directors, members of the League of Women Voters, human relations councils, and representatives of protestant and Catholic churches are included in the advance registrants for Highlander's first workshop on "Community Services and Segregation". Mr. Alexander Bannerman, Supervisor of Schools in Ghana, under the auspices of the International Educational Exchange Service of the U. S. Department of State; and Miss Violaine Junod, lecturer at the University of Natal, Durban, Union of South Africa, under the auspices of the Phelps-Stokes Fund, are scheduled to participate in the May 2 - 4 workshop.

There will be a public meeting at 8:00 p.m. May 3 at which time Harry Golden of the Carolina Israelite will speak.

The program was worked out by a planning committee of the Highlander staff; Dr. Francis Manis, Fulbright Lecturer in Social Work; and Miss Alice Cobb, Director of Rural Field Work at Scarritt College; who will serve as workshop discussion leaders.

Among the session chairmen will be Dr. Lewis Jones of Tuskegee Institute; Dr. Philipp C. Sottong, Psychiatrist-Director, Chattanooga Guidance Clinic, and President, Tennessee State Mental Health Association; and Dr. Dorothy Banton, Superintendent, The Kruse School, Marshallton, Delaware.

The purpose of this workshop is to help professional people and volunteers associated with health, welfare and human relations organizations to work together and with the larger community on problems bearing on integration.

Last month a College Workshop was held at Highlander attended by 40 students and faculty members from white and Negro colleges in the South. Dr. John B. Thompson, Dean of Rockefeller Chapel, University of Chicago, was among the leaders of the College Workshop.

August 15, 1958

Mr. Myles Horton
Director
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

I'm sorry I can't accept your kind invitation to attend a conference on migrants September 5, 6, and 7 and I thought Lewis Jones' remarks on this subject at Capahosic were very interesting and provocative. However, we are carrying on a major program effort in Virginia, in anticipation of school-opening time in the communities under court order. The weekend of September 5 comes right at the beginning of the crucial period, and I don't feel I can make any other commitment for those days. I know you will understand.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

HIGHLANDER FOLK SCHOOL

MONTEAGLE 21 ANNIVERSARY TENNESSEE

August 4, 1958

Mr. Harold Fleming
Southern Regional Council
63 Auburn Avenue N.E.
Atlanta 3, Georgia

Dear Harold:

We are having a conference here September 5, 6 and 7 on the problems of migrants, especially those from southern rural areas to northern and southern cities and we would like very much to have you come to take part. Donald Fessler, director of rural extension for Virginia Polytechnic Institute, and two people from the Phelps-Stokes Fund are coming, and we are inviting some people who are interested in these problems from a number of northern cities as well as people in the South concerned with population shifts. Msgr. John O'Grady of the National Conference of Catholic Charities has written that he thinks he will have an opportunity of joining us. The conference will be under the leadership of Lewis Jones of Tuskegee. The enclosed will give you more of an idea of what we have in mind.

The conference will start with dinner at 6:30 on Friday, September 5 and end at noon on Sunday, September 7. I do hope you will come, and be our guest while you are here.

Cordially,

Myles

Myles Horton

mh:jpg
enclosure

Reply-over

Dear Myles:

I'm sorry I can't accept your kind invitation to attend a conference on migrants September 5, 6, and 7. I thought Lewis Jones' remarks on this subject at Cagahosie were very interesting and provocative.

Dixie

However, we ~~have been~~ carrying on a major program effort in Virginia, in anticipation of ~~the~~ school opening time in the communities under court order. The weekend of September 5 comes right at the ~~crucial~~ beginning of the crucial period, and I don't feel I can make any other commitment for those days. I know you will understand.

Sincerely,

HC

CROSS REFERENCE SHEET

NAME OR SUBJECT:

Highlander Folk School

REGARDING:

Question of continued foundation support by Field Foundation

DATE

(SEE)
NAME OR SUBJECT:

Corresp. from and to Judge Justine W. Polier (dtd.1/26/59 & 1/30/59)
also:
" from and to Mrs. Marshall Field of
Field Foundation (dtd. 1/30/59 & 2/3/59)

May 29, 1959

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

Here is the biographical data on Marion Wright that you requested. He is, indeed, an able speaker, as well as a fine human being.

Thanks for bringing me up to date concerning the attacks on Highlander. Everything I have heard and read confirms the fact that the recent legislative side-show was an abysmal flop.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf
Enclosure - 1.

HIGHLANDER FOLK SCHOOL

MONTEAGLE, TENNESSEE

RECEIVED MAY 28 1959

May 27, 1959

Mr. Harold Fleming
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Harold:

We were very delighted to have had Marion Wright speak here recently and there were so many requests for copies of his speech that we have decided to mimeograph or print it. When I asked him for some material about himself to include he said that you had that information on file and could supply me with information about his connections and background.

Things seem quiet here after the passing legislative storm. The action recommended to the district attorney has not been forthcoming and perhaps will not. The situation to date is pretty well covered by the enclosed quotes from the Chattanooga Times.

Cordially yours,

Myles Horton

Chattanooga Times on the Highlander Investigation by State Legislature

****

Editorial, March 12, 1959

The 81st General Assembly covered itself with no credit, and in fact Tennessee itself was the poorer for the widely publicized investigation of Highlander Folk School.

Liberty-loving Tennesseans ought to have been acutely disturbed from the start about the motives behind this project. Now, the special committee which received a $5,000 appropriation reports that it "feels it is not within its province . . . to make a finding of fact" with respect to charges of subversive activities at the school near Monteagle.

Calling for revocation of Highlander's charter on technical grounds, the group added it found "a great deal of circumstantial evidence, which is competent . . . to the effect that the school is a meeting place for known Communists and fellow travelers."

The committee's leaders seem to accept as "competent" the well-worn testimony of one Paul Crouch, a former Communist whose reliability became such as a paid witness that the FBI stopped using him years ago.

****

Rep. Cartter Patten of Chattanooga, a member of the investigating committee, in a March 27 statement wrote:

The conduct of the hearing could hardly be described as "fair and impartial." Considerable extreme, if not prejudiced, testimony was introduced from Arkansas and Georgia.

****

Looking Backward

Before the recent legislative investigation of Highlander Folk School began, the committee seemed to be relying heavily on old testimony by Paul Crouch, discredited Communist. But the record of Crouch was so shady, and the campaign of the Arkansas attorney general, who seemed to be dominating the Tennessee investigation was itself so demagogic, that the legislative committee took another course in attempting to close the integrated folk school.

It seeks to close the school on the ground that its charter was irregularly recorded. The result is heartening in that the lies of known Communists are no longer accepted as gospel even in a palpable witch hunt. It was discouraging, however, in that it seems to inaugurate a policy of closing schools on technicalities. That, in the long run, could be more dangerous to democracy than accepting every Communist witness as a "Sir Valiant for Truth," as was the vogue in the McCarthy era.

George,

Here's your copy. You can see where I "tampered" with your statement. Forgot to put it in other letter.

Sincerely

John

Tentative Statement from Board

Highlander Folk School grew from and by the dream of Myles Horton and his wife. At the school, for more than twenty years, they have taught the labor movement in the South to think, to know history, uphold equality, and to sing.

Highlander ploughs ahead of the row.

It ploughs ahead because Myles and his wife have given their lives to their dream. And because many others have given money and years and loyal effort to that hope.

One such couple came a couple of years ago, to share the burden of running a growing school. Henry Shipherd and Betty his wife, came with devotion, to bend themselves to somebody's else's purpose, and help make it work.

That's a mighty difficult role; to make another man's plan work out, under the supervision of the other man. Henry and Betty brought in a regularity that hadn't been there before. Regularity irks people with large imaginations. So, in time, the Shipherd irked the Hortons.

Then Mrs. Horton died. And Myles said either he or Shipherd had to run the place -- not both.

The end of that is Henry Shipherd will go. For no sins of commission or of omission -- only because a regulator and a hoper were put together to do a job.

The Board that has policy control over the school heard the whole matter, from each side. They leave the school in Myles Horton's hands -- it is his dream. However, in doing this they do not condon Myles rash and presumptuous action in delivering an ultimation regarding fellow directors

without taking up such matter in advance with the board nor is the necessity for regularity and efficient administration of the affairs of the school lessened by the Shipherds' departure. Rather, they have rendered an important service, even though accidentally, in focusing the attention of the board on this need and pointing up the board's shortcomings in not following the operations of the school more closely and continuously and providing the guidance in policy formation which is so important in this transitional period. It has resolved to remedy this in its future relations with Myles Horton as Highlander's director. Resolutions have already been passed to achieve this goal.

The board commends Henry Shipherd and his wife Betty as brave and honorable people, who in a tough situation conducted affairs and themselves with competence, devotion, and self-sacrifice.

There's a nice German word you have a hard time putting into English. Word's CONJUNCTUR. Means the way several streams of accidental happenings meet, and what they make out of their coming together at that time and spot.

Here's a most interesting CONJUNCTUR at Highlander. And it is there to benefit some people from this part of the world. There, in good order, and with a warm welcome.

Here's what happened into one spot:

For thirty years people who had collected good books on the Labor Movement, on Southern history, on ways to get farmers better off, have been sending the books to Highlander Folk School. Some old boy bought the books, read them, made a thin living out of pushing what the books taught him, and up and died. And his wife sent the books to Highlander. It happened time and again. And in a goodish while of it they got a flock of books. Not trash. The standard volumes, and the ones that are hard to find; the cherished books from shelves that were in thoughtful people's homes.

Next thing: an eager young graduate of the University of North Carolina came from College to Highlander and got asked to work on Highlander's staff. Those guys didn't (and don't) get pay; they just work for the joy of getting helpless people organized to get what they need. This young man was named Harry M. Lasker. Came to Highlander in 1941. It wasn't long before the war came along, and Harry gets himself into the Air Corps. And it wasn't long before a plane hit the ground, and he was in it, and that was the end of Harry. His people saw that their son's brief life had in it just a few months of fulfillment:

his joyous work at Highlander. And they gave Highlander a building to put the books in. A comfortable, lightsome building, with a fireplace for the winter, and for the summer great glass windows opening onto the lake.

Main stream is Highlander Folk School itself, with a spot where everyone is welcome and at ease, with a staff of knowledgeable people ready to steer a body's reading, with good beds, luscious cornbread, and laughing companionship. Besides a pretty, and cool, piece of countryside.

These three things all came together, and made the Library at Highlander. Now there's a way for people to get scholarships to come and sit by the fire or out by the lake, and read the books, and eat the cornbread, and sleep in the beds and listen to the cowbells tinkling. Stretch your mind while you ease your body. That's what I call a lucky break, and those will be wise and lucky people who take advantage of it.

Highlander Folk School
Monteagle, Tennessee

For immediate release

Monteagle, Tennessee, February 27, 1956--The passive resistance movement among Southern Negroes will be studied at three Public School Integration Workshops scheduled by Highlander Folk School for July and August.

Mrs. Rosa Parks, whose refusal to move to the back of a bus touched off the economic boycott in Montgomery, Alabama, will participate in a Workshop Planning Conference, March 3 and 4, at Highlander, where she was a student last year.

Workshop topics will be selected at the Workshop Planning Conference by Advisory Committee Members, neighbors and other former students including:

Dr. Charles Gomillion, Dean, Tuskegee Institute
Mrs. Anna Kelly, Nashville YWCA
Miss Irene Osborne, Southern Regional Council
Dr. J. H. Wilcox, University of Tennessee
Mrs. J. H. Wilcox, Chairman, Knoxville Joint Committee
Dr. George Mitchell, Southern Regional Council
Dr. Wilson Lindsley, Oak Ridge, Tennessee
Miss May Justus, Monteagle, Tennessee

Topics to be considered for the workshops in addition to the theory and practice of passive resistance will be: an analysis of school board and state plans for integration; citizens committees for and against integration; and reports on methods used in desegregating southern schools.

As a continuation of the one-week workshops starting July 15, August 5 and August 19, an additional week may be spent by participants in evaluating and recording the findings of the workshops. The second week may also be used for reading and study in the Highlander library.

###

Mr. Myles Horton
Highlander Folk School
Monteagle, Tennessee

Dear Myles:

I approve as temporary staff members those listed in your memo of May 4th.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

THOMAS JEFFERSON CONFERENCE

Virginia, The Carolinas, Tennessee, Georgia, Mississippi, Alabama, Florida

Regional Office, 4 Archdale Street, Charleston 6, S. C.

Alfred W. Hobart
REGIONAL DIRECTOR

RECEIVED
SEP 9 1952

September 8, 1952

Mr. George S. Mitchell
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Mitchell,

Thank you for your fine letter of September 4. Regarding the following through on the resolution passed at our Institute with respect to the Council, let me have a little time to work out the best approach to your making contacts with the churches. I think that it is important to do this through the right people. I'll put on my thinking cap and send you a list of contacts in the near future.

Hope you have Charleston on your itinerary for the not too far distant future. It would be stimulating to have a chat with you.

Sincerely,

Alfred W. Hobart

Alfred W. Hobart

EMORY UNIVERSITY
EMORY UNIVERSITY, GEORGIA

DEPARTMENT OF POLITICAL SCIENCE

October 5, 1953

RECEIVED
OCT 7
Southern Regional Council

Mr. George Mitchell
Southern Regional Council, Inc.
Wesley Memorial Building
Atlanta, Georgia

Dear Mr. Mithcell:

Many thanks to you for sharing Mr. Jenkins with us last Friday. He did an excellent job, and the students enjoyed him very much. I do appreciate your kindness very much.

Sincerely,

Lynwood M. Holland

LMH/lc

Lynwood M. Holland
Chairman
Department of Political Science

WORLD CALL 222 S. Downey Ave. Indianapolis 7, Indiana

October 7, 1953

Dear Mr. Mitchell:

Thank you for your letter and copy of your new pamphlet on "The Schools and the Courts." We shall be glad to list this in our next issue which will be the December number.

Sincerely,

Evelyn Honeywell

Evelyn Honeywell
Assistant to Editor

EH

December eight, 1953

Mr John Howie
Emory University
G e o r g i a

Dear John:

Make I not a mistake thee and I are cousins. I don't know where you live any more but you know where I live so do please sometime soon come and pay the Mitchells a visit.

Our Secretary-Treasurer has with delight entered your subscription to NEW SOUTH and started it with the enclosed issue of which I suppose you have received automatically another copy.

Warm regards when you write to your mother and to the Mississippi kinfolk.

Sincerely yours

George S Mitchell
Executive Director

gsm-t
enclosure

Box 1238
Emory Univ., Ga.
December 1, 1953

Dear sir;

Enclosed you will find $1.50 in payment for a subscription to the New South phamplet. I wish particularly to read the issue last published which had statistics on Negro policemen employed in the South. If possible start my subscription with that issue.

Sincerely yours,
John Howie
John Howie

RECEIVED
DEC 3
Southern Regional Council

June 29, 1954

Miss Helen E. Holcomb
2214 Broadway
Apartment 10
Vancouver, Washington

Dear Miss Holcomb:

For the moment what we can send you is Questions and Answers: The Schools and the Courts, the Checklist For Your Local Schools, and the new Public Affairs pamphlet, Segregation in the Schools, which is a boil-down of the Ashmore Report.

We are in the throes of getting out a new one of our own called Answers for Action, which will briefly boil down the Ashmore Report, print the Supreme Court Decision, and offer suggestions for getting compliance in the South. We will send you a copy of that when it comesout -- I feel certain quite in time for your meeting.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
Pamphlets sent under separate cover this date.

2214 Broadway, Apt. 10
Vancouver, Washington
June 23, 1954

Southern Regional Council
63 Auburn Avenue, N.W.
Atlanta, Georgia

Dear Sir:

The International Relations Committee of the Department of Classroom Teachers of the Washington Education Association is planning to set up two identical kits of materials for promoting better human understandings which will be ready for Washington educators by September on a two-week loan basis from our WEA headquarters in Seattle. We have twenty-five dollars ($25) to spend for each kit.

Enclosed is a tentative listing from which we hope to decide which are the best materials to include in the kit. It has been suggested to me that your organization has some excellent material as well as some reprint material. Will you please send me the material you have that you think will best fit with our listing? I will be glad to pay for any material you send me. We will appreciate any suggestions you can give us.

Sincerely yours,

Helen E. Holcomb

Helen E. Holcomb

RECEIVED
JUN 28 1954
Southern Regional

SUGGESTIONS for MATERIALS TO INCLUDE IN

A HUMAN RELATIONS KIT and A SUPPLEMENTAL BIBLIOGRAPHY

International Relations Committee

Washington Education Association, Department of Classroom Teachers

To help us decide which are the best materials to include in the Human Relations Kit, please check this bibliography in the following way:

** = Best material in the specific area

* = Good material

? = Questionable -- give reason

X = Not familiar with material

√ = Additional or better material

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JOURNAL OF NEGRO EDUCATION
A QUARTERLY REVIEW OF THE PROBLEMS
INCIDENT TO THE EDUCATION OF NEGROES

BUREAU OF EDUCATIONAL RESEARCH
HOWARD UNIVERSITY
WASHINGTON 1, D. C.

January 13, 1955

Mr. Harold C. Fleming,
Assistant Director,
SOUTHERN REGIONAL COUNCIL, INC.,
Room 432, 63 Auburn Avenue, N.E.,
Atlanta 3, Georgia.

Dear Mr. Fleming:

In the absence of Dean Thompson and in reply to your letter to him of January 7, may I advise that we have no objection whatever to your publishing the material in our summer 1954 Yearbook issue of the Journal by Dr. Guy Johnson, with the understanding, as indicated by you, that due credit be given the Journal.

Thank you for the kind things you say about the Journal. We shall certainly make ever effort to maintain the high standard which so many of our readers seem to feel the Journal has attained. I shall call your letter to Dean Thompson's attention when he returns to the office.

Sincerely yours,

Hortense C. Moon

(Mrs.) Hortense C. Moon
Assistant Editor

STATE OF NORTH CAROLINA

EXECUTIVE DEPARTMENT

RALEIGH

LUTHER H. HODGES
GOVERNOR

July 8, 1955

JUL 9 1955

Mr. George S. Mitchell, Executive Director
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Mitchell:

Thank you for your letter of July 6, telling me something about the Southern Regional Council.

I remember you from earlier days and also remember most pleasantly your father.

Sincerely yours,

Luther Hodges

LHH/myb

HOUSING AND HOME FINANCE AGENCY
OFFICE OF THE ADMINISTRATOR • *Washington 25, D. C.*

Returned card 9-16-55 HCF

September 12, 1955

SEP 15 1955

IMPORTANT

TO PUBLIC INTEREST ORGANIZATIONS AND KEY INDIVIDUALS
INTERESTED IN FEDERAL HOUSING PROGRAMS

As you know, in accordance with the Federal Printing Regulations, we are required to poll our mailing list at least once each year, making inquiry as to whether the publications being distributed are desired by the persons to whom addressed. At present you are on the mailing list to receive the Factual Summary for Public Interest Organizations entitled Current Programs and Operations of the Housing and Home Finance Agency, as well as other selected informational materials. If you desire that this service be continued, will you please fill in the attached card and mail it back to this office.

We are anxious to handle this matter as expeditiously as possible and will appreciate your cooperation in giving it your immediate attention.

Sincerely yours,

Flora Y. Hatcher

Flora Y. Hatcher
Director
Group Services

Enclosure
M/L Card

February 27, 1956

Mr. Edward D. Hollander, National Director
Americans for Democratic Action
1341 Connecticut Avenue, N.W.
Washington 6, D.C.

Dear Ed:

Go ahead. Your people will do good.

The job is manageable in Kentucky, Tennessee, and West and South Texas. It has been manageable but threatens to become unmanageable in Arkansas. North Carolina has a fundamental bent toward behaving but is for the moment under unfortunate leadership. Florida is a go-ahead place.

If you will have a good look at the map which I send with this, you can figure out where it is easiest and where it is certain to be tough. The map is based on the only statistical measure available: population by race. Fuzzily and inaccurately the areas of heavy Negro population are coincidental with the areas of agricultural and plantation concentration; and are therefore the areas in which the rights and human dignity of individuals are least respected - regardless of race.

But do not simply stay out of the difficult areas. The right thing to do is to go in there and offer organization. You will get some and it will do good. But progress will be most rapid in the yellow, the pink and the green.

Sincerely,

George S. Mitchell
Executive Director

GSM:mef

Encl.

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AMERICANS FOR DEMOCRATIC ACTION

1341 CONNECTICUT AVENUE, N. W., WASHINGTON 6, D. C. • DECATUR 2-7754

RECEIVED FEB 27 1956

February 24, 1956

Mr. George Mitchell
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear George:

I keep hearing from many sources of the wonderful work you are doing. Thank goodness this difficult and delicate business is in such capable and responsible hands. I had some traffic last year with the Southwest Conference Educational Fund, Inc. and we are all relieved that apparently they are going nowhere.

The immediate purpose of this letter is to ask your advice on some questions that have arisen in the organizing activities of the Students for Democratic Action, our student affiliate. Our organizer (a bright Jewish boy from New York) is just completing a round of meetings that have taken him into North Carolina, Tennessee and Kentucky. His reports are euphoric with success, in terms both of the reception he has received at white and Negro colleges and the SDA chapters he has been able to establish. He has been so enthused that he is now proposing to spend the rest of the academic year in the South, including Missouri, Arkansas, Louisiana, Alabama and Mississippi. (It has also been suggested that he should go to Texas.)

From our point of view this has much to recommend it. SDA has, on the whole, been overweighted with intellectuals from the Atlantic Seaboard whose principal activities have been to agitate themselves and ADA on some very fine -- almost theological -- point of academic freedom. The issue on which the Southern students are most aroused, of course, is the issue of school segregation and compliance with the Supreme Court decision. (Incidentally, our position on the school segregation issue is in support of the Court's decree as stated; namely, a prompt and reasonable start toward compliance in good faith -- not the immediate end of segregation in public education.) This issue has so much more reality and significance than the comparatively sterile issues on which many of the students have concentrated their energy, that it would be very healthy for the organization, as such, to build up a wider membership of students in the South who would make their cause SDA's.

There is another reason why at first blush this seems to us to be good ground for organizing. Those of us who are concerning ourselves actively about this issue from here, see as one of the greatest weaknesses of the situation the breakdown of communications and collaboration between people of good will -- responsible whites and responsible Negroes. I will not belabor this point; you know much more about it than I do. But it would seem to us that establishing communications and avenues of collaboration among white and Negro students would be constructive for its own sake, apart from the benefit to SDA as an organization.

The purpose of this letter is to ask you whether you believe there are constructive purposes to be served under the circumstances in our continuing to organize among Southern students. It appears that no other liberal organization is doing this. The Young Democrats of course are not liberal in this sense and the NAACP student organizations are under severe handicaps of course and cannot organize in white colleges. Frankly, my inclination is to go ahead with this but I would understand if there were reasons not visible from here why it would seem to you to be inadvisable or even an encumbrance to the essential work being done by you and others working with you. Perhaps it would be useful if in answering you would distinguish between the North Carolina-Tennessee-Kentucky--Missouri band of states, the Alabama-Louisiana-Mississippi band and the Texas-Arkansas-Oklahoma band -- or, if necessary, among individual states. I would like very much to be guided by your judgment.

I would appreciate it very much if you could answer as soon as convenient. If it would expedite the answer, feel free to telephone me collect. For obvious reasons, we have to firm up the organizing plans for the next three months.

With best wishes,

Cordially yours,

Ed

Edward D. Hollander
National Director

March 16, 1956

Mr. Edward D. Hollander, National Director
Americans for Democratic Action
1341 Connecticut Avenue, N.W.
Washington 6, D.C.

Dear Ed:

I am at heart a union guy. What life has taught me is that you don't get much in this world until you organize to get it. Point is, as you see, that the Negro people are now, in these weeks for the first time, organizing to get their rights. And, when a common mind has been achieved, they'll get their rights.

Nice thing is that the klucks who run the Citizens' Councils suppose that they are dealing with the Negro people their daddies knew, being people who could be bullied back into "their place" by threats and scaring this one and that. And the more the Citizens' Councils do to push people back the more people organize to get what they should. So there's an automatic engine operating, and it's always nice to watch a push-button civilization a'working.

Some analogy to the way the Irish in the USA help free the Irish in Ireland. Many other examples. Encouragement, funds, praise, sanctuary. All these, steadily and wisely provided from the North, will help.

Best,

George S. Mitchell
Executive Director

GSM:mef

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AMERICANS FOR DEMOCRATIC ACTION
1341 CONNECTICUT AVENUE, N. W., WASHINGTON 6, D. C. • DECATUR 2-7754

RECEIVED MAR 14 1956

March 12, 1956

Mr. George S. Mitchell, Executive Director
Southern Regional Council, Inc.
63 Auburn Avenue, N. E., Room 432
Atlanta 3, Georgia

Dear George:

Thanks very much for your prompt reply to my letter. I have taken your advice and we are doing all we can to organize among the students in the South.

To us here it appears that the whole shape of this problem is changing and we have not yet figured out how to adapt our approach to the change. The change I refer to of course is the tendency of the Southern Negroes to cut loose from their dependence on the good-will of the whites and to organize themselves for action on their own behalf. It seems to us this adds a new dimension which is only very slowly being recognized in the North. It was evident in a letter I had from Irene Osborne and it was most conspicuous at the Delegate Assembly for Civil Rights last week. As far as I know, only Walter Lippman has articulately recognized it and only this week.

I know you are very busy but if you have a chance to summarize your thoughts about what this means to northern liberals and what they should do, we would be very grateful to hear from you.

You people are doing a wonderful job and we all appreciate it.

Cordially yours,

Ed

Edward D. Hollander
National Director

M E M O

March 21, 1956

TO: IO

FROM: GSM

GSM asks you please to answer this man. GSM can not go.

(Letter from Hollander dated 3/20)

August 21, 1956

Professor C. R. House, Jr.
Fairmont State College
Fairmont, West Virginia

Dear Mr. House:

I have returned to the office after a two week's absence and find your letter of August 9th.

I am sending you a few items separately which may be of help to you in the preparation of your dissertation. If you care to raise more specific questions with us as you go along, perhaps we might be of more help to you.

We suppose that the speaker you heard at Blue Ridge was Dr. Robert G. Eleazer, then on the staff of the Commission on Interracial Cooperation. The Southern Regional Council succeeded the Commission in the early 1940's.

Sincerely,

Harold C. Fleming
Assistant Director

HCF:mbo

August 13, 1956

Mr. C. R. House, Jr.
Associate Professor
Fairmont State College
Fairmont, West Virginia

Dear Mr. House:

In Mr. Fleming's absence I am acknowledging your kind letter of August 9th. It will be brought to his attention when he returns from vacation next Monday and of course, you will be hearing from him shortly thereafter.

Sincerely,

Sec'y to Mr. H. C. Fleming

RECEIVED AUG 13 1956

FAIRMONT STATE COLLEGE

FAIRMONT, WEST VIRGINIA

August 9, 1956

Mr. Harold C.Fleming
Director of Information
Southern Regional Council
Atlanta, Georgia

Dear Sir,

I get your name from a good long article about the SRC in Christian Science Moniøtor, p. 10, July 18. Since I am writing a dissertation on some phases of desegregation, I am wondering if you have any free material you will send me?

Where can I get a copy of "Race and the News" by Calvin Kytle, mentioned in the article.

Much of my study will have to do with the part the church plays, so anything you can send me along this line will be appreciated. Proper credit of course will be given.

Am associate professor at this college, take p.g. work at University of Pittsburgh. Probable title of study (not approved as yet, but probably will be) is: A Study of Recent Racial and Religious Pressure Groups as Presented in the Press.

In the thirties I was a summer school student at Blue Ridge, N.C. (YMCA Graduate School) and remember several meetings and lectures designed to promote better relations between the two races, but I can't remember the organizational title of this group. Seems the visiting lecturer's name was Elsey or something like that and that he came from Atlanta. Couldn't be your or ganization?

With best wishes for your success and appreciation for anything you may send, I am

Sincerely yours,

C. R. House, Jr.

C. R. House, Jr.
Associate Professor

Robert G. Eleazer (SRC)
now
213 Mockingbird Rd
Nashville, Tenn.

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Mrs. H. F. Holmes
318 Murray Street
Frankfort, Kentucky

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W. P. MARSHALL, PRESIDENT

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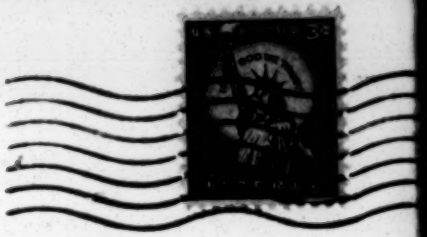


NSH ae
14-

Mr. Harold C. Flemming
Director of Information
Southern Regional Council
1 Capitol Street
Atlanta, Georgia

RECEIVED AUG 12 1956

December 27, 1956

Mr. Fred K. Hoehler
120 South LaSalle Street
Room 1865
Chicago 3, Illinois

Dear Mr. Hoehler:

Very pleasant indeed to find that you were associated with this movement in its early formative years. Nothing could give us more satisfaction than to feel that we have done justice through these rapidly changing times to the original inspiration of Mr. Eagan and Dr. Will.

I hope that sometimes soon we will have a chance to get acquainted.

Sincerely,

Harold C. Fleming
Assistant Director

HCF:fc

120 SOUTH LA SALLE STREET, ROOM 1865
CHICAGO 3, ILLINOIS

December 18, 1956

Mr. Harold C. Fleming
Assistant Director
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Fleming:

Thank you very much for sending me the brief account of the origins and aims of the Southern Regional Council. I read this with great interest and with some sense of nostalgia, because from 1921 to 1924 I was associated with Mr. John Eagan in relation to an educational program in Georgia and with Dr. Will Alexander on a number of programs.

I am particularly interested to know of the progress and useful service which this organization has been performing over the years. It would have been a great satisfaction to John Eagan to know how effectively and quietly the Southern Regional Council has worked to improve race relations.

Sincerely yours,

Fred Hoehler

Fred K. Hoehler

Hoffman

~~Board of Community Relations Buffalo~~

May 31, 1957

Mr. Robert A. Hoffman
Executive Director
Board of Community Relations
1502 City Hall
Buffalo 2, New York

Dear Bob:

Many thanks for the report of the Board of Community Relations - "Ten Years of Growth." It gives a comprehensive picture of the organizational structure of your organization. I was also interested in the address of "~~Sophie~~" Williams, for I believe he will play an increasing role on the national scene as time goes on.

"Soapy"

Perhaps sometime it would be helpful in one of the publications to show exactly what procedures the Board uses in investigating a case. The supplementary report on Crystal Beach is an approach in this direction, but I think it would be of interest to your constituency to follow through an investigation.

Cordially,

Frederick B. Routh
Assistant Director

FBR:mm

October 31, 1958

Mrs. Kay Hocking
1146 Lullwater Road, N. E.
Atlanta 7, Georgia

Dear Kay:

Our warmest thanks to you and Richard, both for your personal contribution to the Council's work, and for the recommendation to your friend. We wish that all of the Council's friends were as diligent in our behalf.

I was very pleased to learn today that Richard has agreed to accept nomination as vice-chairman of the Georgia Council on Human Relations.

With best regards to you both,

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf
Enclosure - 1 (Official Receipt)

$10.00 CR, 10/27/58
RHA

1146 LULLWATER ROAD, N. E.
ATLANTA 7, GEORGIA

Oct. 21, 1958.

Put on Card 10/23/58
B.C.C.

Dear Friends,

Here is our 1958 contribution to help keep up the good work. I just got a note from a northern friend, shocked by the bombing, wanting to contribute to some fund for rebuilding the Temple. I told her they were well taken care of and would want her contribution to go toward helping less heavily supported groups who were working for the same ends: suggested you, the projected Friends Centre, etc. Hope she comes through.

Good luck! Kay Hocking

MR. HORN'S LETTER REFERRED TO JC

November 25, 1958

Mr. Albert Horn
102 Fourth Street
Woodbridge, Virginia

Dear Al:

Thanks for your good letter reminding me of Horace Flack's book, The Adoption of the Fourteenth Amendment. I have referred this to John Constable, our Director of Information, asking that he secure a copy of the book and give consideration as to how we might motivate a publisher to consider re-issuing it. I look forward with interest to reading the book.

I am personally happy that you are relating to the Virginia Council on Human Relations. I know of the valuable work you did in Alabama. I hope it will be possible for you to write Bob Hughes occasionally, for the situation over there is rough. Words of encouragement from old and trusted friends mean a great deal under these circumstances.

I will keep you advised of developments regarding Flack's book.

Best wishes.

Cordially,

Frederick B. Routh
Assistant Director

FBR:ls

August 12, 1959

The Rev. and Mrs. Amos Holmes
2705 Burton Road, N. W.
Atlanta, Georgia

Dear Mr. & Mrs. Holmes:

We have been shocked to hear of the tragedy which has befallen you in the loss of your son. On behalf of the staff of the Council may I express our deepest sympathy.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

PA

RECEIVED SEP 8 1959.

Thank you sincerely for your kind expression
of sympathy.

It was deeply appreciated.

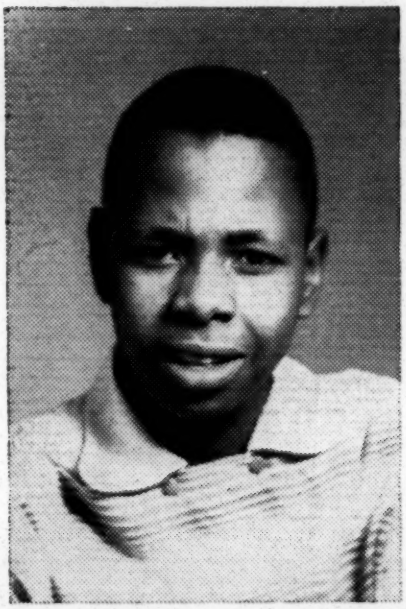
The Family of

Reverend and Mrs. Amos O. Holmes, Sr.

Amos Owens Holmes, Jr., 14

Amos Owens Holmes, Jr. met with a fatal accident when struck on his bicycle by a speeding car near his home in Atlanta, Georgia, Wednesday evening, August 5, 1959, about 8:00 o'clock. A friend riding with him, was also killed.

Amos, Jr. was born November 7, 1944 at Sylvania, Georgia. He was the second child and the older boy of Reverend Amos Owens Holmes, Sr. and Mrs. Sarah Louise Watkins Holmes, at 2705 Burton Road, Northwest, Atlanta 11, Georgia. He was survived by his parents, one brother, John Watkins; two sisters, Ann Jeannette and Dorothy Louise; two grandmothers, Mrs. Sallie Watkins, Dublin, Georgia and Mrs. Charlotte L. Holmes, Cleveland, Ohio; and many other relatives.



Amos, Jr. was baptized when he was an infant by his father and was brought up in the church. He had religious convictions as a young Christian and demonstrated it in many ways. He was active in the children and youth organizations of all of the churches which his father was pastor. He served as treasurer of the Savannah District Youth Fellowship 1956-58; Secretary of the Youth Fellowship of the Howard Chapel Methodist Church, Dublin, Georgia, and helped his father to rebuild the church. Some of the young Christians who are members of Howard Chapel Church were won to the church by him. He held membership in the Alpharetta Methodist Church at the time of his death.

Amos, Jr. was an honor student during all of his school years except one, having more recently attended Oconee High School, Dublin, Georgia and Booker T. Washington High School, Atlanta, Georgia. He had been a member of the Boy Scout Troop No. 501, Dublin, Georgia.

A DEDICATION

The wise may bring their learning,
The rich may bring their wealth,
And some may bring their greatness,
And some bring strength and health;
We, too, would bring our treasures,
To offer to our king;
We have no wealth or learning:
What shall be children bring?

We'll bring Him hearts that love him;
We'll bring Him thankful praise,
And young souls meekly striving
To walk in holy ways:
And these shall be the treasures
We offer to the King,
And these are gifts that even
The poorest child may bring.

We'll bring the little duties
We have to do each day;
We'll try our best to please Him,
At home, at school, at play:
And better are these treasures
To offer to our King,
Than richest gifts without them;
Yet these a child may bring. AMEN.

Words from Hymn No. 439,
The Methodist Hymnal

The funeral service was conducted Sunday, August 9, 1959, 4:00 o'clock P. M. at The Howard Chapel Methodist Church, Dublin, Georgia, Reverend Lenton H. Powell, officiating. Interment in the Dudley Memorial Cemetery, Dublin, Georgia. Dudley Funeral Home in charge.

November 1, 1962

Dean Arthur Howe, Jr.
Yale University
1502A Yale Station
New Haven, Conn.

Dear Dean Howe:

Many thanks for your letter of October 22 with the clippings from the Manchester Union-Leader. They are in character with this paper's frequent editorial stands. Another New England newspaper which expresses similar viewpoints is the New Bedford (Mass.) Standard-Times.

I enjoyed very much the opportunity of meeting you and working with you at the committee meeting. Please let me know if we can ever be of help to you. I share your wish that our paths may cross soon again.

With best regards,

Sincerely yours,

LWD:A

Leslie W. Dunbar

YALE UNIVERSITY
ADMISSIONS AND STUDENT APPOINTMENTS

ARTHUR HOWE, JR., *Dean*

MAILING ADDRESS: 1502A YALE STATION
NEW HAVEN, CONNECTICUT

Air Mail

October 22, 1962

Mr. Leslie W. Dunbar, Director
Southern Regional Council
5 Forsythe Street, N. W.
Atlanta 3, Georgia

Dear Mr. Dunbar:

You were very kind to join our College Board meeting at The Westminster Schools on October 1, and we appreciate very much your willingness to share your insight into the problems that were under discussion. I hope that our paths may cross again in the near future.

On a recent visit to New Hampshire, I noticed the two enclosed articles in a single edition of the MANCHESTER UNION LEADER, which is the only paper having state-wide distribution in New Hampshire. I thought you might be interested in them as an illustration of the fact that there is a lot of education needed in the North as well as in other parts of the country. From conversations with a number of people, it appeared that the MANCHESTER UNION LEADER has successfully poisoned the thinking of a great proportion of the people in the State of New Hampshire not only on the racial issue but on a great variety of other matters.

Yours sincerely,

Arthur Howe, Jr.

Arthur Howe, Jr.
Dean

AH:blb

April 2, 1963

Mr. Carl Holman
1322 Missouri Avenue, N. W.
Apartment 303
Washington, D. C.

Dear Carl:

I hope by this time you have recovered from your Indianapolis ordeal. I hope, moreover, that when you and Mary Ella do get together over Easter that you will be able to sort out all the hard questions that are besetting you. I can well imagine the difficulty you are having.

We do, of course, strongly hope that your decision will be in our favor. You may discount what I say next as special pleading, but I shall urge it on you anyway. If you come back to Clark you are going to get swept up, as you were before, in the old extracurricula activities. You will not write your book or your play or anything. I think you would be better off working full-time, for a while, in civil rights. If you stay with the Government, you will make more money, probably, but my guess is that you will find government work wearying and frustrating. You and Mary Ella may, of course, decide that you prefer to live in Washington, and if so, that would settle it; but that's another matter and only you and she can evaluate it.

As I have said to you, SRC seems to be moving more and more into the center of things. In part, and only in part, the Voter Project is responsible for this momentum. We are running on a very fast track, and we need the kind of help you could give. From your standpoint I believe you would find this a most exciting and satisfying place to work.

I have given some thought overnight to your question about teaching a course. This would be up to you. You very likely could manage it, particularly if it were an evening course. But in any event, we would bend over backwards to help make it possible.

You asked me for an outline of the so-called fringe benefits. First, everything is paid for by SRC. We have a Blue Cross-Blue Shield plan which includes the family and is a preferred benefit plan; it become effective one month after employment. There is a $10,000 group life insurance policy effective three months after employment. We have a very modest retirement plan based on 4% of salary payment (to which, of course, the employee is free to add to if he wishes); you could, as I do, have this through your TIAA and/or CREF, or you could use the plan which the rest of the staff has. Annual leave is 18 days with the privilege of accumulating up to 24. Annual sick leave is 18 days.

I have in mind the title Assistant to the Director. The assignment would include participation in all program planning except the Voter Education Project; assisting me in supervising the work of Research and New South; assist in field programs, as requested by the Field Director, and I would urge him to make frequent use of you; keep fully informed on the Voter Project and be a resource person on whom Wiley can call; share with me in the load of outside representation which includes speech-making, attendance at meetings, etc., etc.; share with me (and others who get called upon) in contacts with the press; plan distribution of publications. On top of this four items of administration: help me with personnel supervision (I warn you that I will push as much of this at you as you will take); help me in planning the budget; purchase office equipment (not office supplies) and contract for maintenance; sign checks in my absence.

I do hope that you will be able to give me an answer shortly after Easter, and that if it is, as we greatly hope, affirmative that you may be able to join us fairly soon.

Call me any time if there are other matters you would like to discuss.

With every good wish,

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

LAKE ERIE COLLEGE
PAINESVILLE, OHIO

Mr. Carl Hardcher

October 2, 1963

RECEIVED
OCT 4 1963

Mr. Leslie Dunbar
Southern Regional Council
5 Forsythe Street
Atlanta, Georgia

Dear Mr. Dunbar

In behalf of Lake Erie College and our summer work program, I wish to express our sincere appreciation for your cooperation. It is our feeling that this program is vital to the four-year liberal arts education and to the student's career preparation.

Please complete the enclosed evaluation form giving an appraisal of the student's work. This evaluation becomes an important aid in guiding the student toward her vocational goal and may also be included as a work-experience reference to be used after graduation.

Thank you again for your continuing interest and cooperation.

Sincerely

Lynn C. Bevington

Lynn C. Bevington
(Mrs. Joel E.)
Career Consultant

LCB:srk

Enclosure

file "21"

CROSS REFERENCE SHEET

NAME OR SUBJECT

Hodges, Mr. John
Corning Glassworks Foundation

REGARDING

LWD's ltr. submitting names of persons for Hodges to be in touch with.

DATE

(LWD LTR) November 27, 1963

($EE)

NAME OR SUBJECT

"C" = general correspondence (Corning Glassworks Foundation)

CITY OF ATLANTA

IVAN ALLEN, JR.
MAYOR

Jan 4, 1964

Dear Leslie -

I thought you might like to have the text of Mayor Allen's address to the aldermen yesterday. What he says on Pages 15-16 is constructive & courageous -

All best to SRC for 1964

Bill Hurlburd

filed in Restland

file
"Ho" - gen corresp.

file

via air mail

January 21, 1964

Mr. John A. Hodges
Assistant to the Director
Corning Glass Works Foundation
717 Fifth Avenue
New York 22, New York

Dear Mr. Hodges:

Thank you for your letter of December 27. I hope you will call on us again whenever you think we may be of some help to you.

One day last week I took the liberty of suggesting to a Mr. George McMillan of Aiken, South Carolina that he write to you. It is not my practice to refer people in this way, but in this case I thought you might perhaps be interested in hearing from him. McMillan is a nationally published magazine writer who happens to live in Aiken where the Corning Glass Works has a plant. He and some other Aiken people of good standing are engaged at the present in trying to open up job opportunities for local Negroes. It was after he mentioned to me that your local plant was a participant in this effort that I suggested that he write to you. I gathered from George that their approach is to study and inventory the skills available as well as the problems of the Aiken County Negro community. This could conceivably be an interesting case study of the situation surrounding one of Corning's operations. McMillan is a very

capable man. At any rate, I hope you will not think it amiss that I referred him to you; whether he has written I do not know.

For your possible interest I am enclosing our latest publication, as well as a recent statement issued by our Executive Committee; we don't issue many statements, but our people felt like saying something just now. If you would like to receive our materials, I will be glad to have you put on one of our mailing lists.

Best regards.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj
Enclosures - 2.

CORNING GLASS WORKS FOUNDATION · CORNING · NEW YORK

PLEASE REPLY TO
717 FIFTH AVENUE
NEW YORK 22 · NEW YORK

Dec. 27, 1963

Mr. Leslie W. Dunbar
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia.

Dear Mr. Dunbar:

Your list of names has been invaluable. I have talked with James Nelson, Ray Richardson, John Field, Harold Fleming Charles Silberman and Jack Patterson on the phone, have met Eli Ginsberg and plan to meet John Field, the next time he comes to New York. All the contacts have given me valuable ideas and names of others to get in touch with.

I suppose when an event of such tragic proportions takes place, one has to give it some sort of higher significance i.e. "He died for our sins" or "he had to die to demonstrate what he believed in and to shock us into believing,too." If we cannot make some sort of meaningful pattern out of it, if it is nothing more than a grisly mistake then it is beyond bearing.

I cannot help but think that Johnson's Southern background will allow him to get away with things in the South that his "outside agitator" predecessor could not. In the same way Kennedy could be tough on aid to parochial schools because he was a Catholic himself. If the South feels it is doing things by itself rather than being forced into it, there can be hope of a peaceful solution.

Thanks again for your efforts. I will keep you informed of our progress.

Sincerely yours,

John A. Hodges

John A. Hodges
Assistant to the Director

November 27, 1963

Mr. John Hodges
717 Fifth Avenue
New York, New York

Corning Glassworks Foundation

Dear Mr. Hodges:

I am later in writing to you than I would have been, but you, of course, know why. I have to confess also that all which has happened has jarred our conversation a bit out of focus in my memory. If this response is not directly to your inquiry, I hope you will feel free to raise your questions with me again.

I suggested to you, as I recall, that you talk with Mr. Wiley Branton and with Mrs. Jane Lee Eddy, Executive Secretary of the Taconic Foundation.

The two businessmen of whom I spoke were Mr. James Nelson of Douglas Aircraft Corporation in Charlotte, and Mr. Ray Richardson, Personnel Manager of Honeywell-Aeronautical Division, Minneapolis. I am not personally acquainted with either gentleman, but I heard Mr. Nelson talk on minority employment most interestingly and intelligently at a meeting we co-sponsored in December 1962; and Mr. Richardson testified, impressively, ahead of me at a Senate meeting hearing last Summer. I have read from the same hearings the excellent testimony of Mr. Joseph Ross, President of Davidson Brothers, Inc., of Detroit. Mr. Ross was for some years manager of

Davidson's store in Atlanta; a Macy's subsidiary.

Some other names of people.

(1) John Feild, former Executive Director of the President's Committee on Equal Employment Opportunity, and formerly a lot of other things, including the Michigan FEPC; John now wears a couple of hats, but might most conveniently be addressed as Consultant to the Eleanor Roosevelt Memorial Foundation whose offices are in the Empire State Building in New York.

(2) Philip Hammer, President of Hammer & Company Associates, 1413 "K" Street, N. W., Washington, D. C.; Phil also has operations in the South (he started here); and is one of the most well informed persons anywhere in the whole area of business and social problems.

(3) Harold C. Fleming, my predecessor, and Executive Vice President of the Potomac Institute, 1501 - 18th Street, N. W., Washington, D. C.; Harold, among other things, recently has prepared, under contract, the studies which the Defense Department used in organizing its own programs of affirmative merit employment, both for itself internally and for its contractors.

(4) Charles Silberman of Fortune Magazine.

(5) Ray Marshall, Department of Economics, University of Texas; Ray is probably the country's leading authority on labor unions and racial discrimination.

(6) Paul Norgren, Industrial Relations Section, Princeton University.

(7) Jack Patterson, Southeast correspondent for Businessweek, with offices in Atlanta; I don't know what Businessweek's policies are regarding consultation with its reporters, but I do know that few people have greater first-hand information about how southern businessmen view their social responsibilities.

(8) John Wheeler, President, Mechanics and Farmers Bank, Durham, North Carolina; John is, though a generally unpublicized figure, one of the most influential Negro leaders of the South, and has been, from its inception, a member of the President's Committee on Equal Employment Opportunity.

(9) Vivian Henderson, Visiting Professor of Economics, North Carolina State College (see enclosure).

(10) Eli Ginzberg, Professor of Economics, Columbia University, a very knowledgeable man.

Let me know what I have omitted to answer, and if there is anything else we can help with.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj
Enclosure - 1.

file
Gen. corresp.

January 22, 1964

Mr. Paul G. Hook
Superintendent
Department of Public Schools
Fredericksburg, Virginia

Dear Mr. Hook:

This is to acknowledge your letter of December 31.

I do not know who may have informed you that the Southern Regional Council is not committed to integration of the schools. We have been for many years. It is quite possible that you are confusing our releases with those of the Southern Education Reporting Service which, in a most excellent and authoritative fashion, has reported, and continues to report through Southern School News and other occasional publications, facts about southern school desegregation without editorial policy.

We, on the other hand, do very definitely have an editorial policy in anything that we publish, and have never tried to disguise that fact. At the same time, we attempt to present information and interpretation accurately and objectively. Although people may disagree with our point of view, few persons have ever questioned the factual accuracy of what we issue, or have questioned the honesty of our interpretations.

Regarding Report L-45, "Public Education in Mississippi," I should like to explain that the tables presented in that report came from the latest biennial report of the State Superintendent of Public Education in Mississippi, a report which we received last Summer. It covers the school years 1959-1960 and 1960-1961. The tables to which you refer come from that report. The latest school census figures given in it are for 1959. I don't know why Mississippi does not have later figures, but we could only take for our report what the state itself presented as the latest data on the school census. The 1960-61 heading was a typographical error, and that is why the correction was inserted. Since receipt of your letter we have written again to Mississippi, and have again been informed, by letter of January 6 from the Department of Education, that the Biennial Report for 1961-62, 1962-63 is not yet available.

We are aware of the school desegregation progress made in Lynchburg, and feel that you should be congratulated for it.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

BC: Happy Lee
Ken Marland } w/copy of Hook Ltr.

DEPARTMENT OF PUBLIC SCHOOLS
FREDERICKSBURG, VIRGINIA

OFFICE OF SUPERINTENDENT

December 31, 1963

Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Gentlemen:

I have your report L-34-A (Revised) issued August 19, 1963, entitled Desegregation of Southern Parochial Schools.

When I first took a subscription to the Southern Regional Council material, the editor, who was the first one, insisted it was going to be an objective reporting service, without any endeavor to persuade people to integrate schools.

I realize that editor has resigned, and two or three have come between him and you. However, as the years have gone by, it seems to me the original intent has been complete obliterated, and most of your material is propaganda pure and simple in an effort to integrate the schools.

Even you have admitted that in New Orleans the school quoted as "Our Lady of Good Harbor Schools in Buras" integrated and had some disorder. It closed the third day, was re-opened after Labor Day and finally was closed entirely, since no pupils appeared, either white or Negro.

In your statement in reference to "Public Education in Mississippi", which is listed as Report L-45, August 19, 1963, you gave conflicting figures from the Public Welfare in Mississippi, the State Department of Education, and the Biennial Report of the State Superintendent of Public Education.

Although the mimeographed tables have a heading of session 1960-61, you do have a notation and pen change which indicates the tables were for 1959-60. The very fact that they were published in August of 1963 makes it four years and, therefore, completely out of date. If you quoted the figures in our own State that were four years old, they would not even begin to give you a true picture. That is the reason I made my statement above indicating a biased viewpoint is being presented, and it seems to be propaganda.

This is a private letter and not for publication. I think you would be far better off, if you returned to the original plan and reported up to date facts, and tried not to discolor same.

With best wishes, I am

Very truly yours,

Paul G. Hook

Paul G. Hook, Superintendent

PGH/ntm

P.S. Our own schools happen to be integrated, and have been for three school years. Therefore, you do not have a letter from a "die-hard".

Make San Francisco file

file "Jan"

May 9, 1968

Mr. Edward Howden
Western Regional Director
Community Relations Service
Department of Justice
New Federal Building, Room 16468
450 Golden Gate Avenue
San Francisco, California 94102

Dear Ed:

You may recall at the NAIRO meeting I spoke of the possibility of coming to San Francisco to see about fund-raising efforts. I am speaking at the National Social Welfare Assembly on Tuesday, May 28th at its national convention there.

What of the possibility of my calling your office and arranging an appointment for Monday morning, May 27th? If you have any further suggestions that you might share with me by mail, I would be very grateful.

Whatever, it will be good to see you again.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

NAIRO

NATIONAL ASSOCIATION OF INTERGROUP RELATIONS OFFICIALS
2027 MASSACHUSETTS AVENUE, N.W. ● WASHINGTON, D.C. 20036 ● 387-7050
FREDERICK B. ROUTH, EXECUTIVE DIRECTOR

1 Dec 67

Mr. Paul Anthony, Exec. Dir.
The Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

Many thanks for your letter of the 22nd which came during my absence from the office. Sorry about the delay in answering.

The two Californians who would be helpful in fund raising for the SR & C are:

Edward Howden, Western Regional Dir.
CRS, U.S. Department of Justice
New Federal Bldg. Rm. 16468
450 Golden Gate Avenue
San Francisco, Cal. 94102

Robert Jones, Exec. Dir.
NCCJ - S.Cal. Reg. Office
3335 Wilshire Blvd. Rm. 202
Los Angeles, Cal. 90005

Both have had extensive experience in fund raising for private agencies on the West Coast and both offered to help you.

Any luck on locating my two missing books, which I mentioned in a letter in late November, after my Atlanta visit ? I do hope you have found them for I would be sad had I lost them.

Have you sent Aunt Emmy the pictures of you, PT, Blossom and Big Deal ? They had not arrived when I was there in mid-November. She is counting on those a good deal and, at 97, one doesn't have too much to count on or enjoy.

Look forward to seeing you on December 30th, unles you come up this way before. Let me know if you plan any trips thisa way.

Warm regards all around, old friend.

As ever,

Fred

Frederick B. Routh
Executive Director

FBR/mtf

P.S. Ed is on NAIRO's Bd
Bob is NAIRO Chapter Chairman for So. Cal.

File

Thursday, Aug. 12th

Dear Harold,

A few clips, none of particular interest -

Talked with Tom Barth a couple of days ago about the status of the Equal Penalties project. He had just sent a preliminary report to Wright & was hoping he would get some answer before the 25th of Aug. when he leaves for Rochester, NY. - won't be back in Chapel Hill from then until about 2nd week in Sept. I believe. Johnson went off leaving Tom to write the report, though Tom had only agreed to do the mechanical aspects of the analysis - whether Tom or Johnson will do the final report seems to be a moot question - Tom thinks Johnson should, but at this point I can bet Tom will end up doing it. Incidentally, I think we probably owe Tom some more money -

Should be back in the office around the 1st - Have a nice home this Sat. &

will spend a few days in Ocala, then head back to Atlanta - Trust the office will be ready to roll for the fall by then - all reorganized, eh

Sincerely,

Anne

PS. Saw copy of the "Answers for Aebin" which Odum is peddling in his classes - Thought the map turned out rather badly - did we end up with a color blind printer?

ATLANTA CONSTITUTION August 1, 1966

HOUSE OF USE GETS 'EM JOBS

Gang Grad Remolding Youths

By DICK HEBERT

He goes looking for the tough youngsters in the bars and pool halls and back alley corners where the dice roll.

He talks their language, a tough, down-to-earth language, but he uses it to say things that haven't been said that way before.

What he's saying goes something like this: Come on out of the gutter. Get smart. Stick with me and I'll stick with you.

But he doesn't have any place to take these guys to. That's why he thought up the House of USE program. The details haven't yet been worked out but between Economic Opportunity—Atlanta, Inc., (EOA) and some private contributors, Walter Anderson feels sure he can get it cranked up by September.

TRAIL BLAZE

It would be the first of its kind in the country. It would be a place where the hard-core young criminal could come to shoot pool, watch TV, chew the rag, relax, learn a trade and get help finding a job.

It would operate under EOA auspices. Anderson has been with EOA almost from its beginnings here. And he's worked with kids. He was one once.

As an 8-year-old in Brooklyn and Manhattan he found out what gang warfare was about. He worked his way up in the ranks.

"I started as an ammo carrier. I'd carry bricks in pails to the roof where the bigger guys would throw them down.

"I got to be a warlord. That's sort of like the secretary of defense. I had a couple of lieutenants who followed me around. If I saw a couple hubcaps I liked, they'd go steal them for me."

SLATED RUMBLES

As warlord he negotiated terms with other warlords, scheduled the "turf" rumbles, decided the weapons.

But by age 15, his family was going back to Maine and he left all that behind, without

they can earn a good living by going straight—as auto mechanics, brick masons, carpenters, draftsmen . . .

In his program outline Anderson stresses the project "is designed to involve youth who, at present, are not or would not be involved with any existent youth program."

He wants to change their attitudes "from negative to positive" because "at present these youth are complacent, apathetic, have negative attitudes toward authority, supervision, officials . . .".

WIDE ARENA

"Staff members will be working in thestreets, pool halls, bars, soda and drug stores. Anywhere youth gather. In addition to working at the House of USE, staff will be considered street workers."

HE UNDERSTANDS
Walt Anderson

One of Atlanta's leading social services figures has commended Anderson in these words:

"The toughest kids . . . like him because he looks like a prize fighter and talks like a drill sergeant. He finds jobs for them . . . .

"There is no way to guarantee that behavior of the kids will improve. The only thing I can say is that I've never seen Walt outnumbered or throw in the towel. Frankly, I've encouraged Walt to keep experimenting with new ideas and unorthodox approaches to kids . . . ."

Unorthodox? That's the House USE idea. The USE stands for Understanding, Stimulation and Education.

HIS BRAINCHILD

"I told the boys to stand by and I'd see what I could get. This is what I came up with."

His brainchild—the House of USE—now is nearing reality. If he can find it a home. He says the "house" has to be in a "high incident area" — which means a poor neighborhood where the kids get into trouble a lot.

He wants kids who have done time, parolees, kids chronically in trouble with the law. He has drawn up a one-year pilot program, with provision for an outside evaluation of the work after the first three months.

Ideally, he says, the "house" would be a large vacated store, where he could throw up partitions to make shops and recreation rooms and such.

CRAFTSMEN AID

He has some craftsmen willing to come and teach his kids how

the University of Idaho and then, in 1962, he came to Atlanta.

He has won the respect of many of Atlanta's most socially conscious leaders, either because of or in spite of statements like this:

"We have too many programs being run by do-gooders who don't have enough sense to go out on the streets where the kids are."

He's one who does go out on the streets — some of the least lit and most poorly paved streets in the city. He goes and finds his kids. At the start of the year, he had about 25 of them.

A HAVEN

He wanted a place where they could gather and find out what it's like on the sunny side of the street. He went to Brown High School, and was told he could use one of three old vacant houses at the end of the football field. The houses were to be torn down six months later, he said he was told.

He and his boys took over one of the houses. They met there at night. He found jobs for some of them. They spent free time fixing up the place. "They scrubbed that house like champs."

"We got it rolling and after three weeks to a month, they tore the place right down on top of me."

He then was told he could use the Brown High School band house, but they boys wouldn't be allowed in the school building. The trouble was the band house had no rest room facilities and the windows had been kicked out, and it was cold in February.

522-5050

THE ATLANTA CONSTITUTION

For 99 Years The South's Standard Newspaper

RALPH McGILL, Publisher

EUGENE PATTERSON, Editor

Established June 16, 1868
Issued daily except New Year's, July 4, Labor Day, Thanksgiving and Christmas. Second-class postage paid at Atlanta, Georgia.
The Atlanta Constitution (morning) and The Atlanta Constitution and The Atlanta Journal (Sunday), published by Atlanta Newspapers, Inc., 10 Forsyth St., N.W., Atlanta, Georgia 30303.
Home delivered subscription rates (including taxes): Morning and Sunday, 1 week, 85c. Morning daily only, 1 week, 45c Subscription prices by mail on request. Single copies: Daily, 10c; Sunday, 20c.

'Moonlighter' Fights Crime

Some of the best laid plans in the fight against juvenile delinquency get hopelessly snarled up in the already overburdened facilities of local, state and federal social service agencies.

Take the problem of following up on youths released from Alto Industrial Training School, for example. Most of them return to the Atlanta area where each probation officer is charged with looking out for from 40 to 60 youngsters.

Unless one of these youths gets into serious trouble after release, it is unlikely that he'll get much attention from his probation officer. There is very little opportunity, because of the lack of trained personnel, to concentrate on rehabilitative work to assure that these youngsters stay out of trouble. The result is, of course, that many of them go back to Alto and then graduate to the state and federal prison systems.

The Atlanta Commission on Crime and Juvenile Delinquency bore down heavily on this state of affairs and, in addition to urging that more and better paid probation officers be hired, cited the need "for street workers as paramount in combating juvenile delinquency."

It is therefore welcome news that a young ex-Marine has been "moonlighting" on the streets of Atlanta with his own program to rehabilitate these youngsters. Walter Anderson is himself a graduate of the street gangs and hoodlumism of New York.

He is employed by Economic Opportunity Atlanta in the Neighborhood Youth Corps projects, but his work in rehabilitating delinquents is being done on his own time and without pay. With funds and equipment begged and borrowed, he and his charges refurbished a building at Brown High School and attracted much favorable comment from juvenile court and other judges. It wasn't long before some judges were sending youngsters to Walt Anderson.

Mr. Anderson seems to be able to establish an effective relationship with these youngsters that is often lacking in the more conventional "do good" and social service approaches. One leading Atlanta businessman who has investigated Walter Anderson's project pretty thoroughly says these "tough kids like him because he looks like a prize fighter and talks like a drill sergeant. He finds jobs for them. They were interested in automobiles, so he got a motor and a mechanic from an auto dealer to teach them auto repair skills."

He did these things and many more.

But his building at Brown High School was recently torn down and he and his "tough kids" are looking for an old store building in one of the "problem areas" of the city to set up shop again.

So impressed was EOA with the program that it has promised over half the funds necessary to run a full-fledged pilot program for a year. Businessmen are being asked to put up the rest and several have already promised support.

It is hoped that Walter Anderson will get the funds needed so that he can train others to do the type of work he is doing where it is needed most—in the streets. He already has shown that such an approach can do much to take these youngsters out of the vicious Alto-Atlanta-Reidsville cycle and, incidentally, take them of the taxpayer's back.

Const. 10-14-66

George Goes Back--To Jail

By JEFF NESMITH

The police officer waited in the main room of the House of USE while George talked to a reporter in a nearby office.

In one corner of the room a handful of Negro youths were playing pool. Soon the clatter of the pool balls would dissolve into verbs and nouns and adjectives in an informal English class.

But by then, George would be back at City Jail.

The House of USE is a place on Georgia Avenue across from Atlanta Stadium. George, who is 18, spends a lot of his time there these days and that's where he went Thursday after he "escaped" from a city stockade work gang on Hill Street.

Walt Anderson, an ex-Marine and a former college halfback, runs the house in the Capitol Avenue area of Atlanta. Negro boys can go there and be men and not punks. They can learn to lay bricks or handle a saw and maybe get a job somewhere.

"People just walk off every day," George explained about leaving the work detail. "They don't look for you—they just get you when you come back."

He came to the house and told Walt what he'd done. They talked it over and agreed that George would go back. They called the police.

"Walt out there a minute, will you?" Walt asked when the officer arrived. George talked a little more about the jail and his charge. And then he and the officer left.

The others paid little attention when George walked out.

Going to jail is a pretty common thing with the guys at the house.

But maybe it'll be a little less common as time goes on. A little less common because they've found USE — Understanding, Stimulation and Education.

Dec. 4, 66, Sunday

PAUL HEMPHILL

Where the Action Is

Walt Anderson had decided to eat lunch at a place called Jewell Lee's Grill. It is on Georgia Avenue, near the tough Negro slums around Atlanta Stadium where there was rioting last summer. It has been a good place for Walt Anderson to make contacts. And now, at 12:30, he sat at a table next to the window and ate beef stew while the jukebox blared and an old Negro man played the miniature shooting gallery next to the wall. The windows at Jewell Lee's Grill are protected by a steel screen, like the grenade screens on cafe fronts in Saigon.

PAUL HEMPHILL

Anderson shook his head. "Beautiful. They call me in Tuesday afternoon at 2:30 and say, 'Walt, you've done a great job. We'll close up your place tomorrow morning.' Just like that."

"Why?"

"No money. We did the job. No money."

"Anything you can do about it?"

He said, "I go to Washington tomorrow. The Justice Department wants to talk about how the program worked out. I don't know what'll happen. I know I gotta find a job."

"What about the kids?" he was asked.

"Good question. Man, people don't know what it's like down here. These people, they've got their own culture. They treat death like the Orientals. Three of my kids had brothers shot and killed in the last month, and they brag about their brother getting it in a gun battle. Preacher I know drives a Cadillac, and he drives a Cadillac because he makes it on moonshine and all that other stuff. Now when a 'preacher' does that, what's a kid gonna think? They've got to have somebody they can look up to. I don't know what'll happen to 'em."

Paul Hemphill's column appears daily in The Atlanta Journal

• A Place to Go

The line they always use for Walt Anderson is that he "looks like a prizefighter and talks like a drill sergeant" and it fits. He is 30, stocky, crewcut and often brutally frank. This has rubbed some people wrong, but Walt Anderson does not lose sleep over it. He spent his critical years surviving in the toughest Brooklyn slums, played college football and served in the Marine Corps. Three months ago he sold the city on an unorthodox program for dealing with the kids in the slums.

Kids is not the right word. When Walt Anderson opened the "House of U.S.E. (Understanding, Stimulation and Education) on Georgia Avenue opposite the Stadium, he put 85 boys between the ages of 16 and 21 on the rolls. Three were high school graduates, none were currently in school, two could not read, all but two had police records and 85 per cent were unemployed. To most of them, killing and crime mean a way of life. They are infants one day and bitter adults the next.

Anderson's "House of U.S.E." was his way of getting to the heart of the problem. A concrete building which once housed a supermarket was furnished with what recreational facilities he could scrape up. Walt Anderson wanted to give them a place to meet, shoot pool, learn skills and talk it over. Anything to get them off the street and out of the alley. "The worst thing is having to send 'em back into those homes at night," Anderson says.

• 'Hex' on Washington

Last week, it looked like the end of Walt Anderson's dream. The "House of U.S.E." died, an apparent victim of the massive cutback in funds for domestic programs. Anderson was driving through the Summerhill and Mechanicsville areas now, past the alleys and condemned shacks and rocky "playgrounds" few white people see.

"It's like cancer, these slums," he was saying. "If you go right to the source and catch it early, you can stop it. But if you wait too late it's all over. I'm convinced this is the only way to do it. You have to know these people and get their respect or you're dead. Some of these social workers come prissing in here out of their ivory towers and say, 'Naughty, naughty, shouldn't do.' They work 8-to-5. Hell, some of these kids don't even get out of the sack till 11."

"Hey, man. Hey, Walt." Three Negroes, maybe 18-year-olds, were walking down Capitol Avenue when they saw the car. Anderson stopped and they crossed the street. A few minutes later they were followed by a 'preacher' nicknamed 'Root Man' because he grinds roots, puts them in a small sack and sells the whole deal for $5. Tied around your neck, it is supposed to bring you good luck. Root Man is the witch doctor.

"What happened to the place, man?" one boy said.

"Closed up," Anderson told him. He explained.

"What you gonna do, Walt?"

"Going to Washington. Maybe we can get another place."

Root Man said he knew of a couple of buildings that are vacant and would rent cheap.

"I tell you what I need right now," Anderson said. "Root Man, maybe I oughta buy one of your root bags so I can put a hex on 'em in Washington." It hurt Anderson to laugh.

'cond FRONT

Tuesday, December 13, 1966

PAUL

HEMPHILL

Case History

He is 20 years old and does not have a job, and he lives with his mother and a houseful of cousins. He does not know where his father is, and his mother is a prostitute. He quit school in the ninth grade, and has tried two jobs. He worked on a construction gang for about two weeks but says he quit because it was "too hard." He lasted a week as a busboy in a downtown restaurant, and that job he simply did not like.

PAUL HEMPHILL

Now he sleeps late, like most of them do, and when he gets up he moves around to no places in particular. He likes to beat up people. Whatever money he has comes from rolling drunks or burglarizing. He has been stabbed about a half-dozen times.

"He is quite a bully," the report reads. "He likes to push people around. Has been indicted by a grand jury for accessory to murder. This case is still pending because the witness will not testify against him. He is quite vocal and very loud. He does not wish to work, yet he wants some type of position where he can tell others what to do. He has been involved in two fights at the project. I have taken a sawed-off shot gun and a switchblade knife away from him. This should indicate a certain amount of success because had he not wanted to, he would not have given them to me. . ."

• Premature Death

Walt Anderson shook his head when he read the report. It was on a white sheet of paper in a manila folder. There were nearly 50 others like it. There was one about a 16-year-old boy who is too afraid to face life and often breaks out crying. There was another about a young boy who has become homosexual, possibly because he has become too attached to his mother and sisters in his fatherless house, and has taken up with a so-called preacher. And still another report on a teen-ager who turned down a chance to go to a big Eastern college on a basketball scholarship because he is ashamed of his family background.

This, for the moment, is what is left of the "House of U.S.E." That stands for understanding, stimulation and education. For three months Anderson, a former Marine and a football player who grew up in the slums of New York, worked with nearly 300 slum kids out of a renovated building on Georgia Avenue across from the Stadium. The program came under the Economic Opportunity program, but it was without some of the red tape normally associated with government projects. It was Walt Anderson's baby, designed to get where the action is. And less than two weeks ago it died with many of the other Great Society domestic programs.

• Prevention, Not Cure

After being handed the news that he and U.S.E. were out of business, Walt Anderson made a trip to Washington. The Justice Department wanted to hear how the program had worked out in the three short months. Anderson held out hope that Washington might help save the project, but they did not. Monday he was out pounding the pavement, looking for his own way.

"I guess my wife's going to have to keep on teaching school for a while," he was saying.

"Is there any hope for it?" he was asked?

"I dunno. Maybe the city could do something. I'm gonna talk to them. Maybe a foundation, something like that. I just know I can't give it up. These kids were really let down, some of 'em. I told one, 'Look, you didn't have it before, so just look at it as something nice that you had for three months,' but I can't really feel that way. These kids need direction, and I think if we'd had, say, 18 months we could have given it to them."

If there is no federal money, there is no federal money. That's that. It happened to a lot of worthwhile programs. But what is sad is, it would take such a relatively small amount of money to keep a program like U.S.E. alive. From only three months of operation, there were definite positive results. This is where you cut off crime before it starts. This is where you get good people into the slums right now and do what cities like New York and Chicago failed to do until too late.

"You know what one of the guys said when he heard I was going to Washington?" Walt Anderson said. "He said, 'Hey, Walt, I can get you a Cadillac and change the plates so you can go up there in style. How 'bout it, man?' You better believe he could do it, too. That's it. We've got to divert these guys."

now have been bolstered in their refusal to talk peace unless American forces first agree to stop the bombing for all time.

As Secretary of State Rusk war in Vietnam. The North Vietnamese, therefore, are being encouraged to keep the war going, even if it lasts another year or more.

willing, after its huge sacrifices, to abandon South Vietnam to the mercy of the North Vietnamese Communists. —(c1967.)

ple have tried prayer like a frightened man uses a fire escape, or else like a downing man grasps at a fragile straw.

File — House of U.S.E.

ANDERSON AND HIS BOYS

He Does Not Seem To Want To Give Up

(Walt Anderson)

By REESE CLEGHORN

THE SLASH in federal poverty funds closed Walt Anderson's pet project for working with Negro teen-agers in the Summerhill slum of Atlanta. He took an appeal personally to Washington and lost. Now he is busying himself around town looking for private money to get things going again.

Anderson has become something of a celebrated figure here partly because his appearance and his manner seem to satisfy many people's requirement that a fellow who is "committed and concerned" and soft on people in trouble ought to be simultaneously a kind of a tough cookie, just so we can be sure he is not a fuzzy-brained sentimentalist.

He fills the bill. It is common for all reports about him to note that he is an ex-Marine, 30 years old, a stocky, crew-cut, straight-talking former football player who once was a gang member in a New York slum. You can't beat that combination to assure the greatest doubter that he will be a no-nonsense man about his work.

Happily, his work is for real.

* * *

AT THE HOUSE OF USE on Georgia Avenue across from the Atlanta Stadium, he set up shop last September, mostly with funds contributed by two private citizens. His own salary came from Economic Opportunity Atlanta, the local poverty agency, which had been able to see his effectiveness and his purpose.

His clients were 16 to 20 years old. After a time he had 160 of them in his files.

"Just about all of them had police records," he says. "Sixty-five per cent were what you would call ex-convicts. Two out of the whole bunch were high school graduates. The average educational level was 10th grade, but most of them couldn't really read."

* * *

ANDERSON WAS, APPARENTLY, just the kind of white man who could establish real rapport with these kids. He took no guff, but he was responsive to these boys as people rather than as problems. He found he liked most of them.

It pleased him when, for example, his House of USE could have a dance and the boys who came would behave themselves and take pride in the event. (On at least one occasion he gathered a clutch of weapons from those who came. He thought he had been perfectly successful until one older boy enjoyed embarrassing him a bit before a police officer by whipping out a .38 pistol that had escaped Walt's scrutiny and tossing it to him—loaded. Walt passed it on to the cop, and presumably it was retired from service.)

* * *

THE FIRST JOB was to persuade boys to trust him. His file grew. He thinks that, in addition to about 160 on his roster, he is more casually in touch with about that many more.

Job training and "job development" (persuading people to provide jobs) was a big part of the work. "We have taught some employers that if they'll give these boys training some of them will make fine workers," he says.

* * *

IT IS IN PART A WORLD OF 13-year-old prostitutes, of boys who have made livings in the numbers racket and narcotics trade during the week and with crap games on the weekends. Health problems are rampant. Homes without fathers, or either parent, are common.

Much of this we know now about the slums, having had it portrayed repeatedly as the nation has slowly turned its head for a look at its greatest failure. We now have even developed an elaborate governmental structure to deal with it, a structure subject to all the ills of any bureaucracy and also subject to swift changes in the public temper such as the one that swept along in the last elections and now is cutting into funds for such projects as Anderson's.

Over and over those who have talked against the poverty program have said the idea is all right but it all ought to be done privately, not by Washington.

* * *

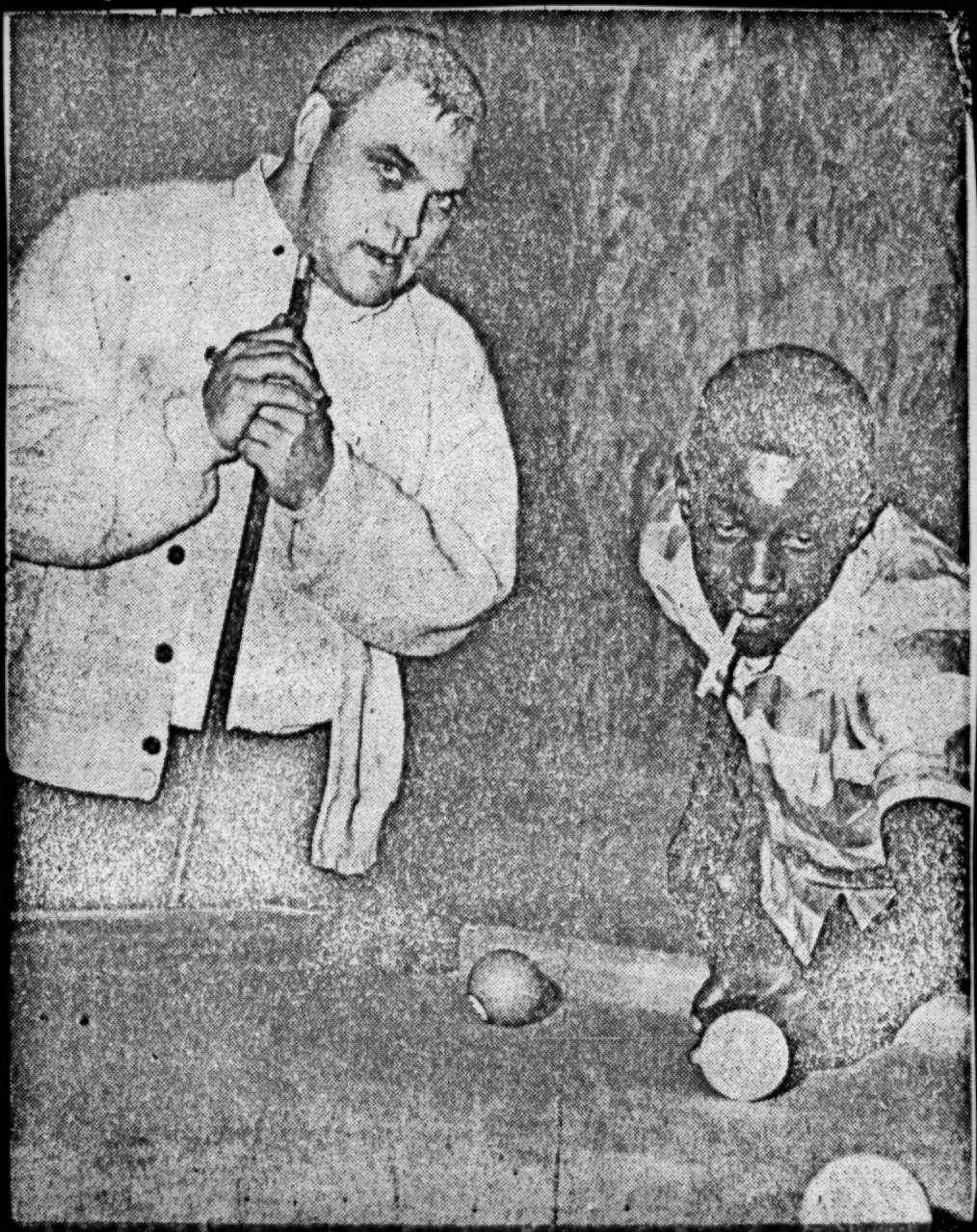
IN ATLANTA THERE NOW is an embarrassing opportunity for that. Economic Opportunity Atlanta has called for private help in the face of the deep cut in its funds, and Anderson is separately calling for help for his project.

His EOA money was cut off in November. Other money had run out. The House of USE (Understanding, Stimulation and Education, a name chosen by a local judge who helped get it under way) is closed.

Anderson himself is being paid, temporarily, through the Butler Street YMCA and the Southern Regional Council because of their interest in seeing his work continue. The Community Council, a kind of clearing house for social agencies in Atlanta, has checked out his project and issued a cool analysis. Now the Community Chest is expected to provide some funding, but perhaps not enough to make it go for long.

Anderson, meanwhile, does his work from the street, staying in touch with the boys, assuring them he is going to find a way to keep things going.

Atlanta Journal - February 13, 1967



Walt's Cue Stick Cuts Communication Barrier

U.S.E. House-A Haven for Toughs

About 25 boys hang around the place. Their clothes aren't expensive and their talk sounds tough. Some are at the pool table shooting Eight Ball. Two bat a ping pong ball back and forth across the tennis table. Another plays checkers with Sampson Tiller, using bottle caps for checkers.

Walt Anderson sits at his desk in the corner he calls "the office." There are no doors to "the office," and the walls are unpainted partitions built by the guys who hang around this place.

The boards are unpainted except where they've smeared and streaked with clashing colors something like LSD art — and that one large place Walt calls a "mural" — a nightmare of color.

WALT IS PROUD

Walt Anderson is proud. But not happy. He's proud of the success he's had here, and distressed because in another month he might have to close down "The House of U.S.E." The House went "operational" late in September, right on the edge of Summerhill which weeks before had erupted in Atlanta's first and worst racial rioting.

"These four boys had a beat-up jalopy they got for $50 and went up to Marietta to see some girls. They were stopped three times by police, up there in Maddox country. The police didn't find anything wrong. They just looked suspicious, I guess.

ALL LOCKED UP

"Then a policeman stopped them the fourth time, and found something wrong with Skinny's driver's license. He locked all four of them up. I went up about 3 a.m. and paid $10 for a bond so they could get out.

"Then we had a burglary here. Somebody stole our TV and stereo. Skinny went out and got the pawn ticket on the TV for me — from somebody. I turned it over to the police and they locked Skinny up for burglary.

"They justify this charge because they claim possession of the pawn ticket is evidence of burglary. He's willing to take a polygraph test. They locked him up because he won't tell them where he got the pawn ticket.

IT'S GESTAPO TACTICS

"They're trying to sweat it out of him. It's just Gestapo tactics if you ask me."

"The only person the police ever saw with the pawn ticket is me. They never locked me up," Walt said. "Skinny is in jail for doing a job the police couldn't do, finding that pawn ticket."

WILL DO ANYTHING

Walt explained: "If these guys come in here and turn themselves in to me, I give them a chance to turn themselves over to the police. But I'll do anything for them then, if they're innocent."

That's what Walt's work is all about. Shooting pool, batting a ping pong ball, playing checkers, and getting a message across to these "former" punks.

Understanding.

Stimulation.

Education.

That's what U.S.E. is.

OUT OF SLUMS

And Walt Anderson, the guy who came up the hard way through the ranks of teen-age warfare in New York slums, who went to college to study sociology and play halfback and made it through the Marines.

And his chief aide, Sam Tiller, who used to run a pool room.

They have weekend dances. No policemen stand guard, and trouble doesn't break out as at other such dances. The boys police themselves. They have their rules and they see that "their" place adheres to them. They even clean up the place afterwards.

The House of U.S.E. used to be a community market. When Bill Austin donated it to Walt Anderson, it was just an empty room, its windows bashed in. Walt started gathering the tough guys from the neighborhood and together they fixed up the place.

In back they now have a workshop where they're making furniture, learning trades as carpenters and masons. A lot of the furniture in the place is being made by them.

NO RED TAPE

General Motors has promised to send Walt a training motor so the boys can learn mechanical skills. The classes in such things are informal there. No red tape. No roll calls and textbooks and homework.

When one of the boys shows aptitude in a skill, Walt goes out to find him a job, even though his boys are all high school dropouts — the street toughs with police records starting.

Walt has found some of the guys jobs as brick masons at $2.75 an hour. One makes $2.50 an hour at a meat packing plant. Another gets $85 a week at a department store. Another gets $65 a week as a trainee at an electronics firm. These boys never earned that kind of money before.

WHAT'S OBJECT?

"Our prime object is to change their way of thinking," Walt says.

But, "As of Dec. 5, we're broke."

Because Economic Opportunity, Atlanta, which has been paying his salary, has to pull out at the end of the three-month trial period. EOA doesn't have enough money, Anderson has been told. The foundations and Atlanta banker Mills B. Lane, who also have been helping, also put up funds.

Now Walt Anderson says he has to find a community agency willing to adopt the House of U.S.E.

Because he hasn't stopped dreaming. One plan on his mind now is getting his "former punks" to film, edit and narrate a movie — "Where I Live, What I See, and Where Do I Go From Here."

It's to be the story of the slums, of the netherworld that taught these guys what they have to unlearn. The back alley crap games. The pool halls. The "pot" houses where they smoke marijuana reefers and generally can get any form of contraband they want. The lairs of prostitution. The "moonshine" parlors."

That is Walt Anderson's beat.

Two tough guys among the 80 regulars he has been helping told him that on Sept. 6, they helped rock Mayor Ivan Allen off the top of a police car as he tried to quell the rioting mob. Most of the guys at Walt's place were out on the street that day.

Now, as he tells about it, he likes to rattle off the list of weapons these same guys surrendered to him, out of their own pockets —

LIST OF WEAPONS

"One sawed-off shotgun . . . one zip gun . . . a .22 . . . two .25 calibre Berettas . . . a .38 pistol . . . about 30 switchblades . . . about eight straight razors . . . four of five can openers they use for rumbling."

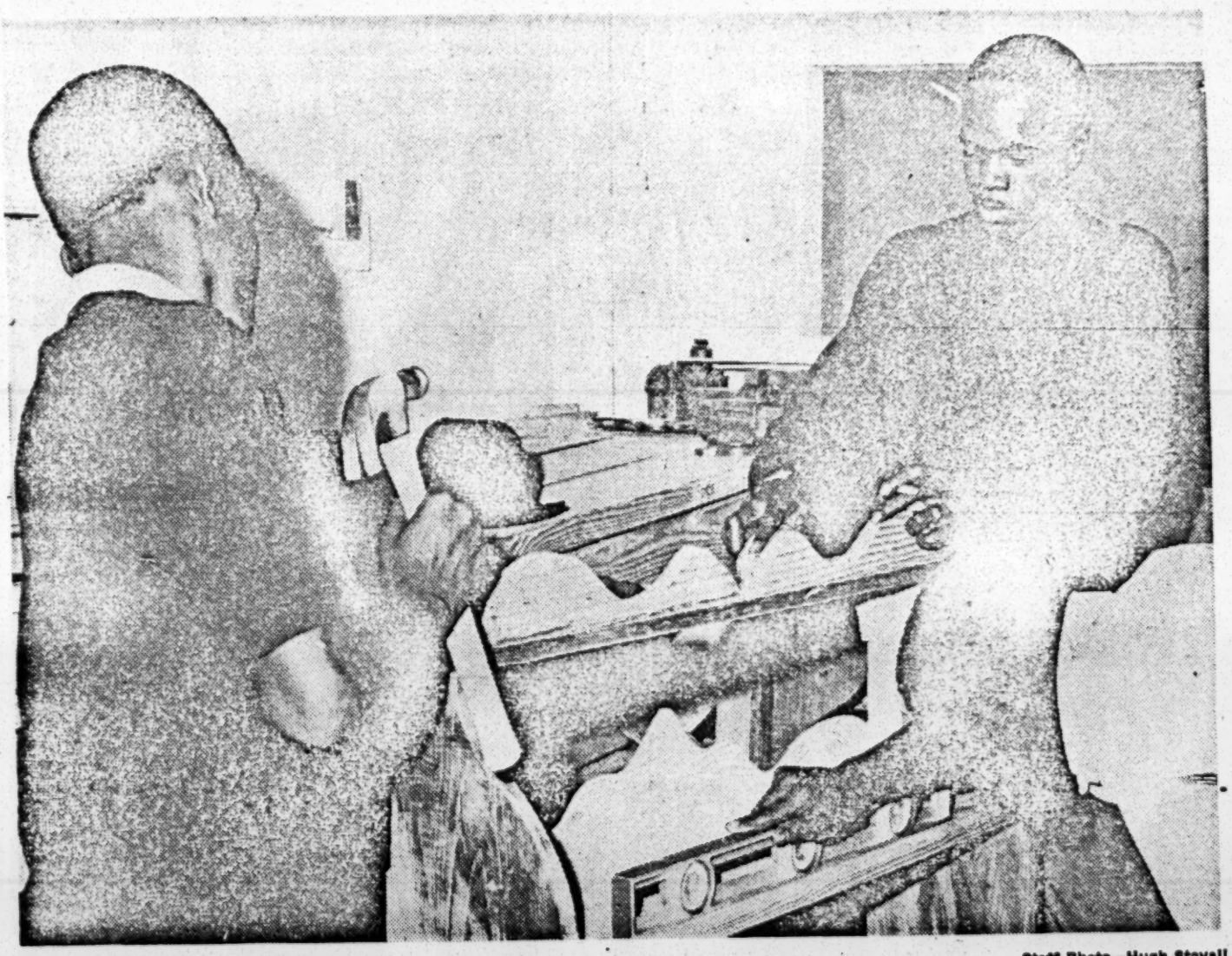
His policy is "treat them like men and you'll get them to act like men." Walt Anderson treats them like men.

"One boy was chased three days by the police for shooting another one. But he didn't shoot the boy. He was running because he was scared. They always run when the police come after them.

BOY CLEARED

"He came to me and said he didn't do it . . . I got six others that looked like him from the boys here and we went down to Grady Hospital where they had the boy that was shot. We had a lineup there, and the boy couldn't pick him out. So he was cleared. If he had kept running some policeman would have actually shot him. Four days later the police picked up the right one."

And another case:



Staff Photo—Hugh Stovall

Teen-agers Put Life to U.S.E. by Learning a Trade

With the Compliments

of

The Southern Regional Council

With the Compliments

of

The Southern Regional Council

See

"House of ELSE"

Walt Anderson

HOUSE OF UNDERSTANDING, STIMULATION AND EDUCATION

A Demonstration Project of the Butler Street
Y. M. C. A.

AN UNORTHODOX APPROACH DEALING WITH THE PROBLEMS OF YOUTH

This project's function will be oriented for youth ages 16 and up who have not been reached by or involved in any existing youth oriented agency or programs. Primarily it will be centered on young men who have been youth offenders. This program will work towards prevention, rather than make all of its efforts curetive. The project would:

1. Establish contact with juvenile delinquents and/or pre-delinquent youth by direct approach utilizing street workers and arranging a meeting place in a low income area which they would call their own.

2. Assist these young people in securing jobs, and Job Development and training in spite of their low academic accomplishments, apparent lack of motivation and usually a police record.

3. Give them a unique program in which they could participate in planning and operating their own program which would give them a meaningful relatedness and activity in an unusual setting.

4. Cooperate with all existing agencies to utilize the methodology and techniques to fill any existing gaps that have been missing in the work with hard core problem young people.

5. Discover and share any new approaches which can be brought to bear in a total program to work for the rehabilitation of young people with problems.

SUGGESTED MEMBERS TO BOARD OF THE

HOUSE OF U. S. E.

1. Mr. Bob Wood, Crime Commission
2. Mr. James Pilebor, Attorney
3. Senator James Wesberry, State Senator
4. Senator Horace Ward, Attorney
5. Representative Nick Lambros, State Legislator, Attorney
6. Dr. James Conyers, Atlanta University
7. Dr. Levin, Emory University
8. Mr. C. R. Yates, Businessman
9. Mr. Hal Suit, WSB
10. Mr. Paul Hemphill
11. Mr. Dan Sweat, City

Community Council of the Atlanta Area inc.

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MT - file

EVALUATION

HOUSE OF UNDERSTANDING, STIMULATION AND EDUCATION

SUMMARY

The House of USE project was in operation from September 19 through November 25, 1966. It was successful in establishing contact with a large number of hard to reach youth whose behavior tended to be delinquent. The project offered recreation facilities to a group of youth who were not being actively served by existing community agencies.

A major focus of the program was assisting youth to obtain gainful employment. Job placement efforts were made for at least 40 youth. Only a small number remained on the job when the project ended.

Training opportunities at the House of USE were limited. Instruction in carpentry and brickmasonry was offered for several hours per week by a skilled tradesman. No other courses were offered. Lack of adequate funds for educational materials was a handicap.

The House of USE staff referred youth to Neighborhood Service Center Manpower Departments, the Youth Opportunity Center and the Neighborhood Youth Corps in job placement efforts. Some difficulties developed with these agencies because of referral procedures. The project staff worked cooperatively with the YMCA and the Atlanta Police Department Crime Prevention Division. Some difficulties developed at one point between the project Director and Crime Prevention Officers, but in general, relations were good. The House of USE seems to have served a valid service need. It offered recreation and job placement service to a group of youth who probably would not have otherwise been reached by existing services. It served as a recruitment and referral program for existing youth programs.

The project sought to involve the youth themselves in the operation of the program. Some of the youth helped to repair and remodel the building which became the House of USE. A "council" of youth was instituted to help plan programs, adopt rules of conduct for participants and carry out projects. The lack of misconduct at House of USE activities would seem to indicate the effectiveness of this approach.

Major behavioral changes in the youth were not expected over the three months demonstration period. It was recognized that such changes require a much greater period of time. The failure of House of USE staff to utilize rating scales developed for evaluating changes in attitudes and behavior made evaluation difficult. However, police officers noticed some improvement in the attitude of some of the youth toward police. Four youth remained employed on jobs secured with the help of project staff. Four youth took advantage of Job Corps or Neighborhood Youth Corps training programs. One youth indicated he was influenced by the Director to decide to return to school.

Shortcomings of the Project

The information gathered for this evaluation of the House of USE revealed several shortcommings which seemed to seriously hinder its success.

First, the project suffered from inadequate staffing. The project was staffed by the Director and one other full-time untrained youth worker for the first two months of the project's operation. Thereafter, the Director was assisted by one, less than full-time, untrained youth worker. Very little counseling with individual youth was accomplished. This was partially due to the lack of adequately trained staff.

The project lacked strong, positive administration. The Director was unable to carry on the program and to perform the necessary administrative tasks. This inability and the lack of adequate secretarial help resulted in poor recording procedures. The lack of adequate records greatly handicapped evaluation procedures.

Adequate funds were not available for the purchase of necessary educational and recreational equipment. Funds allocated for these items were $1000 less than the minimum recommended by the Advisory Committee. At on point the funds for these expenditures were discontinued because of failure to comply with EOA purchasing regulations. This seriously limited the development of basic education and occupational training programs.

Several youth expressed disappointment in the training opportunities offered. Better qualified instructors, more varied types of training, and regular scheduling were needed. Better utilization of existing community educational resources was needed.

A major portion of the House of USE staff time was taken up with job placement efforts. More individual and group counseling was needed to prepare youth for employment if placement efforts were to be successful. Better working relationships with the Youth Opportunity Center and the Neighborhood Service Centers were needed.

The lack of follow-up on job placements was a serious gap, which is reflected in the lack of permanence of placement efforts. The inadequacy of staff was a contributing factor here. Job placements were chiefly in the unskilled service occupations. More effort should be made to place

youth in apprenticeship, on the job training, or vocational-technical training programs offered at the House of USE or elsewhere to upgrade skills necessary to qualify for more stable, better-paying jobs.

The House of USE project demonstrated that hard to reach, delinquency prone young men in deprived areas can be reached through a neighborhood based facility. It did not demonstrate that job training and job placement efforts are effective in achieving lasting changes in attitudes or behavior of the boys. This would require a much longer demonstration period and more refined research methods. However, it did seem clear from this evaluator's investigation that the services which the project was designed to offer could meet a real need for many hard to reach youth in a disadvantaged area.

James M. Gaudin, Jr.
Planning Associate
The Permanent Conference

December 30, 1966

HOUSE OF UNDERSTANDING, STIMULATION AND EDUCATION

I. REQUEST FOR EVALUATION

On August 15, 1966 a meeting of citizens and professionals interested in youth was held at Economic Opportunity Atlanta to consider the establishment of the House of USE project. It was decided that the project would be initiated on a three month trial basis. Funds were included in the budget for outside evaluation of the project. The Community Council of the Atlanta Area was requested by Economic Opportunity Atlanta to conduct this evaluation.

II. PROJECT DESIGN

A. Goals and Objectives

The project was designed to aid youth between the ages of 16 and 21 whose behavior had brought them into contact with juvenile and law enforcement authorities. It was structured to offer understanding, stimulation for self improvement and education to this group of youth who were not being reached by existing community youth programs.

The stated objectives of the project as outlined by the Director of the project in the project proposal were as follows:

1. Change attitudes from negative to positive.
2. Crime prevention
3. Job placement and development
4. Follow-up and counseling with youth and employers during employment.
5. Basic education and training for a skill.
6. Counseling youth, and family if required; make referrals to appropriate agency when need indicates.
7. Assist youth in obtaining a better self image.
8. Assist, motivate youth in wanting to succeed in life.

B. Methods

Specifically, the project sought to help youth using the following methods:

1. Establish contact with juvenile delinquents and/or pre-delinquent youth by direct approach utilizing street workers and arranging a meeting place in a low income

area which they would call their own.

2. Assist these young people in securing jobs, job development and training in spite of their low academic accomplishments, apparent lack of motivation, and usually a police record.

3. Give them a unique program which would involve them in both planning and operation. This would give them a sense of "belonging" and activity in an unusual setting.

4. Cooperate with all existing agencies to utilize the methodology and techniques to fill any existing gaps that have been missing in the work with "hard core" problem young people.

5. Discover and share any new approaches which can be brought to bear in a total program to work for the rehabilitation of young people with problems.

The project design called for the securing of a vacant house, store or other building located in a low-income area to house the project. The building was to be equipped with recreational equipment and comfortable furniture for leisure time activities.

Professionals skilled in auto repair, drafting, blueprint reading and similar areas were to be employed to instruct in basic occupational skills.

Efforts were to be made to assist the youth in obtaining employmemt which could lead to a skilled occupation. Job development efforts were to be made in areas where the youth felt he would not be accepted. Good relationships between the youth and his employer were to be maintained.

The project design emphasized participation by the youth in planning programs at the House of USE. An emphasis was to be placed upon stimulating youth to assume the initive in solving their own problems without resorting to crime.

The design called for the employment, as a junior staff member, of one of the youths with the same background as the youth to be served through the project.

This youth, who was to be a leader respected by his peers, was to assist the Project Director in maintaining order, recruiting other youth, and other duties as assigned by the Director.

Project staff members were to seek out youth in pool halls, bars, the streets and other places where youth gather.

Confidential records were to be maintained on all youth, and follow-up on each youth was to be maintained.

C. Administrative Design

A professional advisory committee was set up to supervise the implementation of the program. The program was to be administered through Economic Opportunity Atlanta. Walter Anderson, Project Director was to be administratively responsible to Dr. Merle Patterson, Director of Community-Wide Projects for EOA.

D. Budget

The budget for the project was trimmed from an estimated $25,000 for twelve months to a three months trial budget of $7,740. In the process, the allocation for a junior project worker was eliminated. The allocation for educational and recreational equipment was reduced $1,000 from the $2,300 figure recommended by the Advisory Committee on August 15, 1966.

The project was to be financed with $4,000 in community funds and $3,740 in Economic Opportunity Atlanta funds. The latter amount included $2,820 for the salary of the Director and a secretary.

The budget was revised several times during the two and one half month duration of the project. The last budget, which was approved by EOA in November, totaled $7,785. Revisions were necessary because of greater expenditures for repair and renovating facilities than had been anticipated.

As of December 28, 1966, the amount expended for the project totaled $6,265.50.

III. IMPLEMENTATION

A. Physical Facilities

A building to house the program was secured on September 15, 1966, through the efforts of the Director and the Assistant Director. The building, a former food store, was obtained, rent free, from the owner for at least a three month period with the possibility of an extension of this time limit on a month-to-month basis. The building is located in the Summerhill area, at 36 Georgia Avenue, across from the new Atlanta Stadium.

The building required renovating to make it suitable for the project. The renovation was done at a total cost of $1,032. A number of youths from the neighborhood helped with the remodeling, laying of bricks, painting, etc. The remodeling was sufficiently completed to allow full operation of the program on September 26th.

A part of the building was designated as a woodwork shop and equipped with work benches, an electric saw and carpentry tools. Materials and tools for laying bricks were also purchased and placed in the shop rooms to be used to teach boys brickmasonry.

Two offices were partitioned off to house records and to provide space for the Director and Assistant Director. A pool table was purchased at a discount price and put in place. Inexpensive lounge furniture, a television set and a stero record player were purchased and placed in one corner of the room. The total cost of the recreational and educational equipment purchased was $910.00.

B. Personnel

The project was staffed by only two full-time personnel: the Director and an Assistant Director. The Assistant Director was hired and began work on September 5. The assistant resigned from his position after two months because of disagreements between the Director and himself. A former professional football player was hired for the final three weeks of the project to assist the Director.

Funds for a full-time secretary were included as an EOA contribution to the project. A full-time secretary was hired and worked only two weeks. Thereafter part-time secretarial help was to be available on request by the Director from the EOA administrative office staff. This did not prove satisfactory.

The Project Director was successful in obtaining the services of two Neighborhood Youth Corps trainees for the first four and one half weeks of the project. A third Neighborhood Youth Corps youth worked as a program assistant for one week during October.

A tradesman was employed on an hourly rate to instruct youth in basic carpentry and brickmasonry for 4 to 18 hours per week.

C. Program

The House of USE offered indoor recreational facilities to youth seven days per week. The facilities were open to youth from 12:00 A. M. to 10:00 P. M. six days per week and 2:00 P. M. to 8:00 P. M. on Sundays. There were deviations from these hours. The project was open from about 10:00 A. M. until 10:00 P. M. during the first month of operation. Hours of operation were somewhat irregular during the final month of operation. Classes in woodworking and brickmasonry were held three or four times a week either in the afternoon or evening hours. Classes were not regularly scheduled. Some attempts at instructing boys in English and math were made by the Director, but no regular instruction was offered.

A series of dances were held on Saturday nights. Attendance records were available for six dances. Dances held during October averaged 47 boys and girls per night. November dances averaged 86 per night. The dances were well attended and there were no incidents of disorderliness.

The major focus of the program was finding jobs for youth and making job referrals. These activities' consumed the major portion of staff time.

D. Population served by House of USE

Names of 94 different young men were listed on House of USE attendance records and forms. However, records with more or less complete biographical information were available on only 44 of these boys. Therefore, the following information on the characteristics of the boys is limited to the 44 boys.

All but one of the boys lived in the Summerhill-Mechanicsville area. The majority lived within 6 - 8 blocks of the House of USE. Most of the boys lived at home with their parents or parent. Only seven of those for whom information was available did not - these lived alone or with relatives.

A large percentage of the youth had a record of arrests for law violations. A record of at least one arrest was listed for each of 23 youth. The House of USE Director indicated that most of the youth had a similar record, but information of this sort was not readily obtained from the boys.

The average age of the young men was 18 years. The average grade completed in school was 10th grade. Nearly all were high school drop-outs. Only one or two had completed high school. All of the boys were Negroes.

Six of the youth had spent at least two months in Job Corps training. Four of the boys had applied but were not accepted by the Neighborhood Youth Corps.

The youth represented a group of unemployed, teenage drop-outs who were not being actively served by any community agency.

IV. EVALUATION

A. Methodology

The House of USE Advisory Committee agreed at the meeting on August 15, 1966 that only minimum gains could be expected from a three months project. With this in mind a set of criteria was developed to represent positive results that might be anticipated from such a three-month demonstration project. The evaluation criteria were developed along the lines of the stated objectives of the project. The criteria are as follows:

1. Contact - Meaningful relationship of youth with staff

   Use of opportunity for guidance - requests for help on problems.
   Frequency of attendance at House.

2. Employment and Work Training

   Manifestation of interest in occupational training
   (a) inquiries about job possibilities
   (b) availed himself of opportunity for training in some saleable skill

   Placement of Youth in a job with success
   Agreements with employers to train or employ youth

3. Participation of youth in Program Planning

   Taking initiative in formulating an idea for program
   Executing responsibility for carrying out program

4. Cooperative efforts with other agencies to fill a service gap - (referrals from Family Counseling Center, Department of Family and Children Services, etc.)

5. New techniques, approaches to hard-core youth that have been developed for publication in professional journals.

6. Behavioral Changes in youth

   Freedom from arrests, law violations
   Improved relationships with family, wife, others
   Steady employment
   Change in attitude toward self, others, society
   Efforts to improve education, skills
   Vocational choice
   Help rendered to others
   Improvement in personal appearance, habits

Information concerning attendance and characteristics of the youth served by the project was obtained from available records at the House of USE and short interviews with individual youth. Information on job placement efforts was obtained from available House of USE records. Follow-up was made by contacting individual employers, Neighborhood Service Center Manpower Personnel, Youth Opportunity Center Staff, Neighborhood Youth Corps Personnel and the youth themselves.

Interviews were also held with members of the Atlanta Police Department and Crime Prevention Bureau to solicit information about cooperative efforts with the House of USE. An effort was made to interview as many of the youth as possible who attended

the project. However, a total of only 13 were interviewed because of inability to locate and because of limited time of the evaluation. Information was obtained from relatives of five others.

The evaluator also made frequent visits to the House of USE to observe the operations and talk to the Director, assistant director and the youth.

B. Evaluation

1. Contact, Meaningful Relationship of Youth with Staff

Records were not maintained of counseling help rendered to youth by project staff. However, available records did reveal that at least four of the youth sought and received help from the Project Director when they were in difficulty with the police. One youth came to the Project Director and asked for advice after escaping from a prison work gang. The Director accompanied the boy to the courthouse and the boy was released after a fine was paid. Another boy sought help from the Director after he was accused of armed assault and was being sought by the police. A large number of the boys asked for help in finding a job.

Accurate records of attendance at the House of USE were not kept. It is therefore difficult to evaluate how well the facilities of the project were used. Attendance records were kept for about half the days of the project's operation. These records indicate an average attendance of only ten boys per day. Informal periodic observations by the evaluator would indicate an average of 10 to 15 per day.

Several of the youth interviewed by the evaluator said that they spent a greater or lesser portion of the day at the House of USE almost every day during the project's operation. Others indicated that they attended frequently. A few said they attended only once or twice.

2. Employment and Work Training

A major focus of the project was job placement of youth. Most of the youth who came to the House of USE were unemployed. Only six of the 44 youth for whom records were available were listed as employed when they came to the project. The majority of the boys had held one or more low paying jobs in service occupations such as porter, cook, dishwasher, etc. for short periods of time. Most all had unstable work histories.

House of USE staff sought to find employment for the youth through direct efforts with employers, the Youth Opportunity Center, and the Manpower Department of the two local Neighborhood Service Centers.

Accurate records were not kept of all job placement efforts. However, 40 job referral efforts were recorded. The jobs were mostly unskilled or semi-skilled service jobs ranging from bricklaying to department store clerk. Salaries ranged from $35 to $85 per week. This evaluator spoke with employers, Youth Opportunity Center staff, Neighborhood Service Center staff, Neighborhood Youth Corps staff, and individual youth in an effort to determine the effectiveness of job placement efforts by the House of USE.

The results of these interviews revealed that four youth were still working as of December 15, at jobs secured through the House of USE. Eleven youth worked at jobs secured with the help of the House of USE for a short period of time (one day - three weeks) but subsequently resigned or were fired. Twenty-three of the job placements were not successful - the youth were not employed because of lack of desire on the part of the youth or unwillingness of the employer to hire.

Two boys referred by House of USE were accepted by the Neighborhood Youth Corps and were still working as of December 1st, however, both were in danger of being dropped because of poor work habits. Two boys referred by House of USE were accepted by Job Corps and are now in training at Job Corps camps.

The lack of lasting success in job placement efforts is indicative of the difficulty of the task. Lack of education, training, abilities and strong motivation are all obstacles to success. Very little individual employment counseling was done with the youth. No effective follow-up efforts to assist youth in employment adjustment were made.

It seems evident to the evaluator, however, that the House of USE did serve as an effective device for reaching "hard-to-reach" youth and recruiting them for existing job placement and youth training programs. Many of these boys would not have otherwise been motivated to take advantage of these programs. The project demonstrated the need for an outreach program to reach the less motivated youth.

The skill training component of the project was to be another major focus. Only one instructor was employed on a part-time basis to instruct boys in carpentry and brickmasonry.

Accurate records were not maintained on classes that were held. However, available records indicate that classes were held on an average of three times per week, for two to three hours per session. Classes were not regularly scheduled, nor were they well attended. A minority of the youth availed themselves of the shop facilities and training offered.

Several of the youth interviewed by this evaluator indicated disillusionment because of the lack of promised training

opportunities. Some indicated that they had benefitted by the classes that were held.

There was interest manifested by a majority of the youth in employment. The possibility of employment was the thing that attracted many to the project. This was not true for all. Many were initially interested only in recreation.

No basic education instruction was offered except for some minor efforts by the Director to help boys with reading improvement. Arrangements for special classes for the boys at the local Community School were not completed by the Project Director and therefore did not materialize. However, one of the youth interviewed indicated that the Director had influenced him to decide to return to school to complete his high school education. When the class at the Community School did not materialize, his interest, and that of several others who planned to attend, waned. Arrangements for holding special remedial education classes at the House of USE did not materialize.

Expansion of training programs and educational opportunities seemed to be partially due to limited financial resources for these functions and partially due to the Director's lack of efficiency. At on point, during the second month of operation the funds for educational equipment were cut off by EOA because the Director did not follow established purchasing procedures. Later funds were again made available through a revision of the budget, but were not used. The limited amount of funds allocated in the working budget for educational equipment seriously limited training efforts. The allocation was $1,000 short of the allocation recommended by the Advisory Board on August 15, 1966.

3. Participation of Youth in Program Planning

An effort was made to involve the youth in planning and executing the program at the House of USE. A "Council of Six" was formed to assist the Director in planning programs and operating the House of USE. The Council membership consisted of six youth elected from among the boys frequenting the House of USE.

The Council of Six adopted a "Code of Conduct" to govern the behavior of all participating in House of USE programs. The group also set the hours of operation of the House of USE, age qualifications for participants, requirements for all to participate in training classes, etc. Recreation, public relations and employment committees were set up to help carry out the program. An enforcement committee was set up to see that all abided by the code of conduct that was adopted.

A Hobo Club was agreed upon by the Council of Six. The purpose of this club was to encourage members of the House of USE to be "big brothers" to younger boys from the area by taking them to sports events, movies, etc.

Evidence of actual participation of youth in executing the program is minimal. The Hobo Club never materialized. The Recreation Committee was instrumental in the planning of several dances. The Enforcement Committee was evidently successful in maintaining good order at dances and other functions. No police were assigned for dances and there was never any report of misconduct at functions held at the House of USE. This seemed significant to at least one recreation agency director and to the police. The participation of youth in the operation of the program can perhaps be credited for this achievement.

4. Cooperative Efforts with Other Agencies to Fill a Service Gap

The House of USE was to "cooperate with all existing agencies to utilize the methodology and techniques to fill any existing gaps that have been missing in the work with hard core problem young people."

The House of USE made use of existing youth employment services offered through the Manpower sections of two EOA Neighborhood Centers and the Youth Opportunity Center. Youth were referred to both agencies for job placement and placement in Neighborhood Youth Corps and Job Corps programs.

Interviews with officials of the Youth Opportunity Center and Neighborhood Center Manpower Department indicate some difficulties in referral procedures. Representatives of each said that youth referred by the House of USE were not well prepared for the service. Both indicated that House of USE staff instilled unrealistic expectations in youth referred. They expected better jobs and higher pay than their qualifications merited.

The resistence of the House of USE Director to adhering to established, perhaps rigid, procedures was irritating to administrators of both services. The Director"s unorthodox way of dealing with youth caused concern to some agency staff.

It seems clear, however, that many youth who would not otherwise seek help from the Youth Opportunity Center or Neighborhood Center were referred to these services by House of USE. In this way the project served as a recruiting and referral center for hard-to-reach youth. Several youth who were interviewed indicated that they had to wait for several days to be interviewed at the YOC. The House of USE Director sought to eliminate this barrier which was discouraging to impatient youth.

The House of USE staff worked cooperatively with the Director of the Summerhill YMCA to coordinate program activities. The YMCA Director indicated when interviewed that the House of USE program was helpful to him by providing activities for a group of boys who did not fit into the YMCA program. The House of USE, with its less structured program and more permissive atmosphere

was successful in attracting the older, less tractable youth who had been troublemakers in the YMCA programs. The YMCA Director stated that he felt the House of USE served as a valuable recreational resource for hard-to-reach youth living in the area. He recognized, however, the need for a more adequately staffed, intensive program to meet the needs of this group.

Some degree of cooperation was established between the Crime Prevention Bureau of the Atlanta Police Department and the House of USE. Police officers from the Crime Prevention Bureau frequently visited the House of USE to talk with the youth informally. On one occasion an officer made a presentation to a group of the youth at the House of USE and answered questions on the Police Department. An attempt was made to make use of the project to improve the concept of the police in the minds of youth whose only experience with the police had been in a punitive atmosphere.

The officer assigned to the Summerhill-Mechanicsville Neighborhood Service Center stopped by the House of USE frequently. He indicated in an interview that he felt the House of USE was a very good thing for the boys in the community. It gave them a place to go for legitimate recreation and an opportunity for some to learn something about carpentry and brickmasonry. He stated that he felt the director of the House of USE was beginning to win the confidence and respect of the youth and the work was beginning to show promise when the project was discontinued. He indicated that he felt that this was a good atmosphere of respect and discipline at the House of USE which also carried over at the dances that were held. The officer said that information useful to police was secured by House of USE staff from youth on several occasions.

One officer with the Crime Prevention Bureau indicated that some difficulties developed between the House of USE Director and the police when several of the House of USE youth were implicated in law violations. He felt that the Director was obstructing law enforcement by being protective of the youth. He said that he felt youth were not being taught that they must pay the consequences if they break the law. The Director was, on one occasion, in the position of having to break confidence with one of the youth who had furnished information and evidence on a burglary. In his role as advocate for the youth the Director came into conflict with the law enforcement authorities on one other occasion.

5. New Techniques, Approaches to Hard-Core Youth Developed for Publication

No attempt has been made to write up new techniques or approaches to hard-core youth for publication.

Consultation was given to the YMCA director and at least one other group interested in initiating a youth program to serve hard-to-reach youth.

6. Behavioral Changes in Youth

Significant behavioral changes in the youth to be served by the project were not anticipated in the three months demonstration period. Patterns of behavior formed through childhood and adolescence are not easily altered. However, some minor changes were evidenced in some youth.

Youth interviewed by the evaluator indicated that the House of USE had changed their usual practice of hanging out on street corners with nothing to do. Instead, many spent a major portion of the day at the House of USE playing pool, checkers, listening to music, doing small woodworking projects.

Crime prevention police officers indicated that they observed some improvement in the attitudes of the boys toward the police. This was accomplished through formal and informal talks with the boys.

Four youth remained employed on jobs secured with the help of House of USE staff. Four youth took advantage of Job Corps or Neighborhood Youth Corps training programs.

One of the youth who was interviewed indicated that the project Director had stimulated him to resolve to return to school to complete his high school education.

Several youth who were interviewed indicated an interest in acquiring some training in occupational skills such as brickmasonry, carpentry, etc., as a result of their experiences in the project.

A minimum amount of evidence was available to document any changes in personal appearance and habits by the youth. Rating scales for evaluating these changes were not utilized by House of USE staff.

Residential segregation
Winter Park, Fla

April 6, 1944

Mr. Fred S. Hall
637 New York Avenue
Winter Park, Florida

Dear Mr. Hall:

I have been out of Atlanta most of the time for the past few weeks, and I am very sorry that I did not write you or wire you earlier that I would not be able to be with you on the April 5 meeting.

Thank you very much for the information concerning the developments on the residential segregation problem at Winter Park. I think that your committee is doing a fine piece of work. If there is any way in which I can be of any service I am only too glad to do so. I shall appreciate your letting me know about any further developments at Winter Park.

With best wishes, I am

Cordially yours,

GUY B. JOHNSON
Executive Director

GBJ/j

Fred S. Hall
637 New York Avenue
Winter Park, Florida

March 19, 1944

Dear Mr Johnson: Thanks very much for your letters of March 3 and 4 and particularly for your encouragement to us to attempt - our inter-racial settlement of our residential segregation problem. We have made the effort, and I think it is going to be successful

The Negroes of our Inter-racial Committee, acting as a sub-committee drafted a letter to our City Commissioners in which were these sentences:

"Negroes naturally prefer to have their homes in a section where their own people live. As a race they have no desire to push themselves into sections where white people now live. If such an effort should be made, we feel that there are influential Negroes in our community who would discourage it; and we know that there are white people who would do the same, if their people should be concerned"

Before that letter could be presented to the full Inter-Racial Com. the alarm broke, as for the enclosed clipping. At once the City Clerk

who is a member of our Inter-racial Committee arranged for an informal conference of four whites (he and I, and the mayor and city attorney) and three of the Negro members of our sub-committee. The letter they had drafted, when read, turned the tide. Its spirit was so good and its implied suggestions seemed so sane. ~~They were~~ We all easily agreed that a boundary was desirable and ~~that~~ on its location. The Negroes were asked to report to their West Side Civic League — a year-old organization which our Inter-racial Com. got established — and get it to back the plan in a letter to the City. At a meeting of the League on the 13th (2d present) the plan met general approval but final action was postponed until a special meeting, called for the 27th. The only hitch was due to a spot where the boundary strict was not understood. It is on the map, but is not laid out at all. I feel sure that on the 27th the League approval of the plan will be given and that the city approval will soon follow.

Our next I R-Com meeting will be on April 5. If you are to be in the state near that time can you not plan your dates so as to be with us — 7 PM in the Congl Church.?

Yours S Hall

I N T E R - R A C I A L C O M M I T T E E

Meeting next Wednesday night, March 8, 1944, at 8 o'clock, sharp at the Congregational Church, Use the side entrance.

Bring this sheet with you

1. Minutes of two meetings (January 5 and ~~March~~ Feb 9 8)

OLD BUSINESS

2. The United States "Fair Employment Practices Committee". (Motion left over on January 5)
3. The Proposal for Residential Restriction - Report of the Negro Committee by Principal Hall
4. The Civic League Meeting of February 14 - Reverend Pelham of alternate
   a. Present 21 members; $60 in the treasury.
   b. The Bath-room Fund - A special committee reported the names of two men - Messers Glenn and Elliott - who were nominated as the Negro Trustees of the Fund.
   c. The proposed mass meeting for parents of war-service men - A report of progress.
   d. A proposed League meeting to be addressed by a Negro Chaplain of Los Angeles. - Referred to the Executive Committee.
   e. The Hannibal Square Library - The Library Committee was urged to get books from members for presentation to the library.
   f. The proposed swimming place - A committee named to investigate the subject, particularly the possibilities of supervision.
   g. The proposed request to the city for a Negro policeman - Special committee named to examine the subject and report.
   h. The League's name. Changed to West Side Civic League, and a friendly letter voted to the white Civic League, offering cooperation.
   i. League letter-heads - Printing authorized.
   j. Street signs - The Boy scouts have erected them at 18 corners, the city supplying the posts.
   k. Litter on the streets - Voted that to avoid it householders be asked to put trash out on collection days only.
   l. Payment voted to the Ideal Woman's Club for lighting at meetings.
5. Weaving class - Mrs. DePugh
6. Experimental winter playground
7. Homestead Exemption Notice - Mr. Hall

NEW BUSINESS

9. The proposed hospital for Winter Park - Dr. Guild
10. Depredations. (a) Telephone stolen (b) Glass in school building - 4 panes last summer, 6 since then. (c) Heavy toilet seat smashed (d) Ping-pong supports stolen (d) Rubbish thrown about, despite Mr. Hall's efforts to have a "clean-up" - Mr. Hall
11. Addresses by Mr. Hall - Before the Congregational women; before the Rollin Honor Society; to be given before a University Club pow-wow soon.
12. Is it advisable now to refrain any longer from newspaper publicity?
13. The League -sponsored Punch and Judy show (March 3)
14. Next meeting Wednesday, April 5 (?)

Housing

INSTITUTE FOR RESEARCH IN SOCIAL SCIENCE
THE UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL

October 14, 1944

Dr. Guy B. Johnson, Director
Southern Regional Council
710 Standard Building
Atlanta, Georgia

Dear Guy:

I enclose copy of the proposal for the housing study. I will keep you informed of developments.

Cordially yours,

Gordon

GORDON W. BLACKWELL
Director

GWB-jm
Enclosure

SESQUICENTENNIAL OF THE FOUNDING OF THE UNIVERSITY
Provided for in the Constitution 1776; Chartered 1789; Cornerstone Laid 1793; Opened 1795

G.W.B.-jm
10-27-1944

PROSPECTIVE STAFF PERSONNEL FOR INQUIRY INTO HOUSING DEFICIENCIES OF THE SOUTH

1. Director

Margaret Jarman Hagood, Ph.D., at present Chief of the Population Section, Division of Farm Population and Rural Welfare, Bureau of Agricultural Economics, U. S. Department of Agriculture, would make an admirable director for the project. With the Ph.D. degree in Sociology from the University of North Carolina, she is recognized as one of the leading statisticians of the country and has had varied experience in directing research. Dr. Hagood is at present on leave from the staff of the Institute for Research in Social Science. Author: Mothers of the South; Statistics for Sociologists.

Rupert B. Vance, Ph.D., LL.D., Research Professor in the Institute for Research in Social Science and currently President of the American Sociological Society. Dr. Vance is nationally recognized as one of the leading students of economic and social conditions in the South and has served in various research capacities with the National Resources Planning Board, Tennessee Valley Authority, Julius Rosenwald Fund, Social Security Board, and the Social Science Research Council. Author: Human Factors in Cotton Culture, Human Geography of the South, Regional Reconstruction for the South, South's Place in the Nation, How the Other Half Is Housed, Farmers Without Land, Research Memorandum on Population Redistribution, Rural Relief and Recovery, All These People: The Nation's Human Resources in the South (in press), New Houses for Old: A Study of Rural Public Housing in the South (in preparation).

2. Field Workers

Frank W. Burtner, A. M. in Sociology, University of Texas; rural background in Texas; five years college teaching experience; currently research assistant in the Institute for Research in Social Science.

Wayne Kernodle, A. B. in Sociology, University of North Carolina; native of North Carolina; experience interviewing in newspaper work and recruitment of college students; currently candidate for A. M. in Sociology, University of North Carolina.

Ruth Lynch, A. M. in Sociology, University of North Carolina; native of Virginia; currently research assistant with the North Carolina State Planning Board and the Institute for Research in Social Science.

Howard McClain, B. D., Louisville Baptist Seminary; native of Texas; candidate for Ph.D. degree in Sociology at University of North Carolina; currently research assistant and field worker on a study of rural public housing in four southern States for Bureau of Public Administration at the University of Alabama and the Institute for Research in Social Science.

Margaret Price, A. B. in Social Science, Mississippi State College for Women; native of Mississippi; experience interviewing on study for Psychological Corporation of New York; experience as statistical clerk in Bureau of Agricultural Economics, U. S. Department of Agriculture; currently candidate for A. M. in Sociology, University of North Carolina and research assistant in Institute for Research in Social Science.

Virginia Stone, B. S. in Public Health Nursing, Richmond Professional Institute of the College of William and Mary; two years administrative experience in American Red Cross; three years experience in supervision and education in public health nursing; currently candidate for A. M. in Sociology, University of North Carolina, and research assistant in Institute for Research in Social Science.

Alice Bowie, A. M. in Sociology, University of North Carolina; field work on rural housing study in North Carolina; research and field work in Mississippi for Mississippi State A. & M. College; not currently employed.

Other graduate students in Economics will undoubtedly be available.

At least two Negroes will be employed. These will be found through the assistance of Negro universities, such as Fisk, Atlanta University, and North Carolina College for Negroes.

3. Research associates

Edith Webb Williams, Ph.D. in Sociology, Cornell University; native of North Carolina; research assistant on the Southern Regional Study; research with North Carolina Emergency Relief Administration; research with Rural Unit of Research and Statistics Division of Works Progress Administration, Washington, D. C.; currently research associate in the Institute for Research in Social Science, engaged principally on an Inventory of Southern Resources for the Southern Association of Science and Industry.

Alice Schmutz, A. M. in Sociology and Statistics, Columbia University; work with Paul Lazersfeld and Robert Lynn; research experience and field work in population, housing and race relations at University of California at Los Angeles under Leonard Bloom

and with Hanes Foundation under Earl Hansen and Frank M. Stewart; research on Economic Survey of Southern California.

Eleanor Bernert, A. B. in Sociology, graduate work in Sociology at the University of North Carolina and in the Graduate School of the United States Department of Agriculture; "one of the best students we have ever had;" currently doing research with the Bureau of Agricultural Economics, U. S. Department of Agriculture.

4. Promotion-publicity specialist

Augustus Gill, ten to fifteen years newspaper experience, ten years free lance promotion-publicity work, campaign organization, etc.; currently with the Division of Federal-State Cooperation in the Office of Civilian Defense, Washington, D. C. An excellent combination of realism in journalism and a soundly liberal viewpoint.

George Stoney, graduate in Journalism from the University of North Carolina; contributor to Survey and other magazines; Information Specialist with the Farm Security Administration in the South with experience in newspaper publicity, radio, movie production, displays, and adult education of a more formal nature. At present in the Army.

5. Specialist in education

Ellis Hartford, Ph.D. in Education, Harvard; educational consultant with the Tennessee Valley Authority; currently in a desk job with the training program of the Navy, stationed at Washington, D. C. Author: Our Common Mooring.

H. Arnold Perry, A. M. in Education, Teachers College, Columbia University; currently in the Division of Instruction as a specialist in social studies, N. C. State Department of Public Instruction. "The most capable man in the Department." Participant in both Gatlinburg conferences sponsored by the Committee on Southern Regional Studies and Education.

Carleton C. Jenkins, A. M. in Education, Teachers College, Columbia University; experience in education in the South, including work with the Virginia State Department of Education and work as Director of Instruction in a Virginia county; for the past several years in California on the staff of the Social Education Investigation at Stanford University and later with the Santa Barbara Public Schools; course requirements completed for Ed.D. degree at Stanford; has recently indicated interest in returning to the South.

G.W.B.-jm
10-27-1944

TENTATIVE LIST FROM WHICH ADVISORY COMMITTEE WILL BE CHOSEN FOR INQURIY INTO HOUSING DEFICIENCIES IN THE SOUTH

Herbert Agar, Louisville, Kentucky. Editor of the Courier-Journal

Will W. Alexander, Chicago, Illinois. Vice-President of the Julius Rosenwald Fund

Barry Bingham, Louisville, Kentucky. President and publisher of the Courier-Journal and Louisville Times; or Mark Ethridge, publisher of the Courier-Journal and Louisville Times

Cason J. Calloway, Hamilton, Georgia. Industrialist and agriculturist; Chairman of the Panel on Agricultural Development, Georgia State Planning and Development Commission

Rufus E. Clement, Atlanta, Georgia. President of Atlanta University

Virginius Dabney, Richmond, Virginia. Editor of the Times-Dispatch

Harriet Spiller Daggett, Baton Rouge, Louisiana. Specialist in family law on the faculty of the Law School, Louisiana State University

Jackson Davis, New York, New York. Associate Director of the General Education Board

Margaret Edwards, Greensboro, North Carolina. Head of the Department of Home Economics, Woman's College of the University of North Carolina

Rabbi Julian B. Feibelman, New Orleans, Louisiana

Thomas K. Glenn, Atlanta, Georgia. Chairman of the Board of Directors of the Trust Company of Georgia

George Googe, Atlanta, Georgia. Southern representative of the American Federation of Labor

John Temple Graves, Birmingham, Alabama. Editorial staff of the Birmingham Age-Herald; Associate Editor of the Southern Agriculturalist; lecturer, author, columnist

L. A. Henry, Little Rock, Arkansas. Director of the Arkansas State Planning Board

G. D. Humphrey, State College, Mississippi. President of Mississippi State A. & M. College

Charles S. Johnson, Nashville, Tennessee. Head of the Department of Social Science, Fisk University

Guy B. Johnson, Atlanta, Georgia. Director of the Southern Regional Council

Bishop Paul Kern, Nashville, Tennessee. (Methodist)

Ryland Knight, Atlanta, Georgia. Pastor of the Ponce de Leon Baptist Church

David Lilienthal, Knoxville, Tennessee. Member of the Board of Directors of the Tennessee Valley Authority

Roscoe Martin, Tuscaloosa, Alabama. Director of the Bureau of Public Administration, University of Alabama

Lucy Randolph Mason, Atlanta, Georgia. Southern Representative of the Congress of Industrial Organizations

Walter Matherly, Gainesville, Florida. Dean of the School of Business, University of Florida

James R. McCain, Decatur, Georgia. President of Agnes Scott College

Ralph E. McGill, Atlanta, Georgia. Editor of the Atlanta Constitution; or Clark Howell, owner and publisher of the Atlanta Constitution

George Mitchell, Atlanta, Georgia. Southern representative of the Congress of Industrial Organizations

Howard W. Odum, Chapel Hill, North Carolina. Head of the Department of Sociology at the University of North Carolina and President of the Southern Regional Council

Bishop Gerald P. O'Hara, Savannah, Georgia (Catholic)

C. F. Palmer, Atlanta, Georgia. President of Palmer, Incorporated; former National Coordinator of Defense Housing; former Chairman of the Atlanta Housing Authority. Proposed Chairman of the Committee

F. D. Patterson, Tuskegee, Alabama. President of Tuskegee Institute

Clarence Poe, Raleigh, North Carolina. Editor of the Progressive Farmer

Ira deA. Reid, Atlanta, Georgia. Associate Director of the Southern Regional Council

C. A. Scott, Atlanta, Georgia. Editor of the Atlanta Daily World

Maurice Seay, Lexington, Kentucky. Director of the Bureau of School Service and Chairman of the Committee on Southern Regional Studies and Education

C. C. Spaulding, Durham, North Carolina. President of the North Carolina Mutual Life Insurance Company

Philip Weltner, Atlanta, Georgia. President of Oglethrope University and former Director of the Atlanta Housing Authority

A. L. M. Wiggins, Hartsville, South Carolina. Retiring President of the American Bankers Association

Lewis Kemper Williams, New Orleans, Louisiana. Former Chairman of New Orleans Housing Authority and former President of the National Association of Housing Officials

Robert Woodruff, Atlanta, Georgia. President of the Coca Cola Company; or his brother, George Woodruff, Birmingham, Alabama. Chairman of the Continental Gin Company

Wilson W. Wyatt, Louisville, Kentucky. Mayor of the City of Louisville and President of the American Society of Planning Officials

P. B. Young, Norfolk, Virginia. Editor of the Norfolk Guide and Journal

Someone connected with Sloan Foundation housing education project in Florida

Perhaps someone from each of the major farm organizations: National Farmers Union, Grange, Farm Bureau

G.W.B.-jm
10-11-1944

WORK MEMORANDUM

PROPOSAL FOR AN INQUIRY INTO THE HOUSING DEFICIENCIES OF THE SOUTH

Objectives

An authoritative study of Southern housing deficiencies, both rural and urban, supplemented by popular promotional efforts and a sound educational program on the causes and effects of substandard housing, would be a distinct contribution to the postwar development and enrichment of the South and to the promotion of the well-being of the region's population. Furthermore, results of such a project would affect the public's awareness of housing deficiencies in all parts of the country.

It is believed that the eleven Southeastern States, comprising as they do a region already well documented in many fields other than housing and comprehending fully 27 varying subregions, afford an optimum area for the proposed study.

Perhaps nowhere in the United States is the problem of rural housing more acute than in the South, grounded as it is in distinctive and long established socio-economic patterns of agriculture. On the other hand, no region in the country is experiencing the processes of urbanization at such a rapid rate as the Southeast. Here is a chance, then, to call attention to the causes and effects of substandard housing at a stage where it should be possible to avoid mistakes of unplanned city growth and consequent decay already characteristic of large metropolitan centers in other parts of the country. Furthermore, the cities which do exist in the South have critical slum conditions with the

additional complication of a distinctly segmented bi-racial culture.

From another point of view it is believed that a study of housing in the South would afford a strategic opportunity, both from the point of view of the development of a national housing consciousness and in terms of regional postwar development. Estimates of housing needs vary greatly, but there is some agreement on estimates that there should be constructed in the United States 1,600,000 nonfarm dwelling units each year for the ten years following the war. Of these, it is suggested that 600,000 must be built with government subsidy for low income families. We are told that such a construction program would employ more than 1,600,000 men for ten years, many of them returning from the armed forces. The proposed study will help determine what proportion of this new construction is needed in the South. In addition, critical needs for new farm housing units swell the total of new housing needed. Estimates of the United States Department of Agriculture indicate that fully 2,700,000 farms, more than two-thirds of which are in the South, are inadequate to support minimum housing standards.

In spite of this critical housing need which faces the nation, there are indications that leaders in public life may be in danger of allowing a recession in the public housing program of this country. The kind of study here proposed would provide significant data for guiding the development of postwar housing programs and would be so dramatized and channeled to the public that the potential recession in the housing movement may be overcome.

This authoritative study and sound educational-promotional program should be conducted with the assistance of Southern universities, State Planning Boards, the Southern Regional Council, educational agencies, and socially-minded citizens in public and private life. Certain basic research should be completed as quickly as possible so that the data may be available for consideration as the anticipated era of postwar development arrives. At the same time the facts about housing must be gotten across to the public and should be woven into existing educational programs.

Sponsoring Agency

The proposed program is to be undertaken by the Institute for Research in Social Science at the University of North Carolina. This will assure an authoritative study in line with the research program of the Institute and fitting especially into one of the objectives of that agency, namely, the channeling of the results of research to the public. In the latter connection, the Institute would perhaps allocate certain aspects of the promotional-educational task to such agencies as the Southern Regional Council.

The Institute will provide office space, office equipment, typewriters, calculating machines, adding machines, slide film projector, movie projector, etc.

Advisory Committee

The Institute for Research in Social Science, with the advice of such agencies as the Southern Regional Council, will appoint an advisory committee for the project. A major function of this group will be to advise on ways and means of channeling

to the public the findings of the research. The committee should be composed of approximately twenty-five prominent citizens, both white and Negro, distributed generally throughout the South. Committee members will serve as individuals rather than as representatives of organized groups or agencies. The composition of the committee should reflect interest and activity in such fields as the press, radio, education, agriculture, business, organized labor, State Planning Boards, and leadership in other lines of public service. A list of prospective members for this committee has been developed.

The advisory committee should have as its chairman a layman vitally concerned with the problem of urban-rural housing and regional development of the South and ~~ex~~ able to give considerable time to the project. With a small executive committee the chairman would serve in an advisory capacity throughout the course of the project. It is anticipated that the entire advisory committee would meet at the beginning of the study, once about halfway through, and again at the conclusion of the project. Between meetings the committee would be kept informed through periodical progress reports from the project director.

Problems for Study

There is already in existence a large amount of factual material about urban and rural housing in the South. There is, therefore, no need to engage in a large scale survey of the physical aspects of the housing problem. However, it will be necessary to do a certain amount of new surveying in order to give the study a base of up-to-date, authoritative information and to get new

light on some of the topics to be studied. It is suggested that several cities, several towns, and several rural counties be selected for intensive field study. For cities and towns, overlay maps will be developed for purposes of indicating relationships between slums and various socio-economic problems. For rural counties composite maps will indicate relationships between housing conditions and such factors as soil type, tenancy, and the like.

In addition to research through field work, there is need for correlation of existing data relating to Southern housing. Such data available through the United States Census, real property inventories, and studies by State agricultural colleges, State Planning Boards, and local housing authorities, need to be analyzed and synthesized. Two minor studies which will become part of the available data are now being conducted by the Institute, one being a study of rural public housing in the South, and the other a study of subsistence homestead projects in Alabama. An Institute study of housing in southern textile mill villages was completed several years ago.

The research staff, with the counsel of the advisory committee, will determine the problems upon which the study should focus. It is anticipated that the following will be included:

1. What do we already know about the extent of substandard housing in the South?
2. Who owns the slums? Are slums profitable to anybody? If so, to whom? Are slums being subsidized indirectly by the public?
3. What are the causes of slums, such as faulty design, inferior materials, conversion, neighborhood effect,

speculation, etc.?

4. What are the effects of substandard housing, both on individuals and on the community, in terms of disease, crime, juvenile delinquency, mental instability, anti-social attitudes, immorality , and excessive economic costs?

5. What have been the effects of attempted corrective measures for substandard housing? What about enforcement of building codes and public health laws?

6. What is the status of the building industry, labor, and raw materials in the South as compared with other regions? What would a postwar program for adequate housing mean in terms of regional development of the South as measured by raw materials and man-hours of labor required?

7. What are the special problems of rural housing in terms of extensity, effects, and corrective measures?

8. What are the special problems of Negro housing?

Channeling the Findings of the Research to the Public

In addition to the publication of a more or less technical volume presenting the major findings of the study and designed for use by experts in the field of housing, State Planning Boards, other public officials, and at the college level, there should be a carefully planned educational-promotional program. This should include the following, among others:

1. A popularly written and attractively illustrated summary of the findings of the research, prepared by a nationally known writer. (This should be something in the nature of

Gerald Johnson's THE WASTED LAND which served the same purpose for Odum's somewhat technical and lengthy volume, SOUTHERN REGIONS.)

2. Effort will be made to interest a nationally known fiction writer in doing a novel which might do for the problem of urban slums what Steinbeck's GRAPES OF WRATH did for the migratory labor problem. Simularly, a second nationally known fiction writer will be secured to do a novel involving rural slums. Effort will also be made to get a recognized motion picture company to produce movies based on these novels. (Neither the novels nor the movies would involve costs to the proposed project.)
3. Radio programs and feature stories in the press should be developed continuously.
4. The educational efforts of the project should include the development of sample materials for use in the schools, the development of a source book on housing for use in secondary schools, the development of film strips, collaboration with a recognized company and perhaps with the American Council on Education movie project in the production of sound films for educational use, the promotion of more effective preparation of teachers as far as housing is concerned, and the production of pamphlets for use in adult education.

Time Schedule

In view of the prospect that the postwar period may be upon us earlier than had been anticipated, it is important that the project be started as soon as possible and not later than January 1, 1944. It should continue for a period of two years. After several months of exploratory study, field work should be gotten under way. It is anticipated that field work can be completed within a twelve months period with the final six to nine months available for processing of data, correlation of already existing materials, the preparation of a final report, and the writing of a popularly presented summary of the study. The educational-promotional program should proceed throughout the suggested two-year period.

Staff and Budget

The following is the approximate budget which it is believed will be required to accomplish the program:

1.	Director for two years at $6,000	$12,000
2.	Eight field workers for one year at average of $3,000	24,000
3.	Two research associates for two years at average of $2,500	10,000
4.	Specialist in promotion and publicity for two years at $4,800	9,600
5.	Specialist in education for two years at $4,800	9,600
6.	Rewrite man for six months at $500 per month	3,000
7.	Per diem and travel for specialists for research and consultation	4,000
8.	Four stenographers for two years at $1,800 per year	14,400

9.	Travel of staff	$27,500
10.	Travel of advisory committee	4,500
11.	Travel of executive committee	600
12.	Travel of committee chairman	500
13.	Production of sample educational materials, a source book on housing for use in secondary schools, film strips, educational sound films, pamphlets	10,000
14.	Publication of research report and popular summary volume	5,000
15.	Supplies, materials, printing, mimeographing, long distance telephone, telegraph, etc.	2,600
16.	Contingency	5,000
17.	3% Institute overhead administrative costs	4,200
	Total	$146,500

Explanation of Budget Items

1. A nationally recognized research specialist in social science is believed to be available for the position of Director of the project. With two substantial volumes already published and well received, with experience in field research work, with experience in directing research, with an unusual familiarity with the Bureau of the Census and its materials, and with current experience in one of the outstanding governmental research agencies, this person is admirably fitted for the position.

2. Field workers will be selected with experience in interviewing and in research. A minimum of two of the field workers should be Negro. Mature graduate students should

be available for these positions.

3. Research associates should have experience in library research and in statistical work. At least one of the research associates should have knowledge of editing and coding schedules for mechanical tabulation. A person with the Ph.D. degree and with extensive research experience is already available for one of these positions. A second such person with research experience at Columbia University and University of California may be noted as possibly available.

4. It is anticipated that a young man with energy and originality in the press-radio field can be secured as the specialist in promotion and publicity. Such a person should have a vital interest in the objectives of the program with some background in the social sciences. One such person is in mind, should he be released from the Army by the time the project gets under way. Another person with the desired qualifications, now with a federal war agency, is a second possibility.

5. The specialist in education should be especially trained in the preparation of educational materials. He should have a knowledge and philosophy of teacher education which would enable him to influence teacher training programs in the Southeastern States. His standing in the field of education should be such as to enable him to work closely and successfully with Southern educational leaders. A person who could fill this position admirably is now at a desk job with the Navy in Washington. His release

might possibly be obtained.

6. A nationally known writer with demonstrated ability to write effectively for the general public will be secured as re-write man to prepare a popular, illustrated summary of the research findings. Several such writers have already been listed.

7. An invaluable provision in the project will be an amount to cover per diem and travel for outstanding people in the field of housing for purposes of consultation. Also it is likely that certain specialized units in the study may be most efficiently done by selected authorities on a contract or short-term arrangement.

8. It is estimated that the stenographic personnel will be used somewhat as follows: one for the project Director, one between the two research associates, one for the specialist in promotion and publicity, and one for the specialist in education.

9. Travel of staff has been estimated as follows with allowance of $5 per diem for subsistence:

Director, approximately one-fourth time or 180 days	
Transportation	$ 2,000
Per diem	900
Specialist in promotion and publicity, approximately one-fourth time or 180 days	
Transportation	1,600
Per diem	900
Specialist in education, approximately one-fourth time or 180 days	
Transportation	1,600
Per diem	900
8 field workers, approximately 11 months or 330 days	
Transportation	6,400
Per diem	13,200
Total	$27,500

10. Advisory committee of 25 persons from all parts of the Southeast to meet at Chapel Hill three times for one to two days each time, transportation and per diem estimated at average of $80 per person.

11. It is believed that in addition to the three meetings of the advisory committee, the executive committee of five members will need to meet at Chapel Hill twice for one to two days each time, transportation and per diem estimated at average of $60 per person.

12. In addition to the meetings of the advisory committee and the executive committee, the committee chairman will probably need to make approximately ten trips to Chapel Hill at an average cost for transportation and per diem of $50 each trip.

13. This item for production of various kinds of educational materials is difficult to estimate. Based upon: (a) the experience of the American Council on Education and the Office of the Coordinator of Inter-American Affairs in the production of a series of film strips for use in schools in Latin America, (b) the experience of the Institute for Research in Social Science in collaborating with the Erpi Company in the production of a series of regional sound films for educational use, and (c) study of the Committee on Southern Regional Studies and Education, it is believed that the amount allocated for this item is set at a minimum.

14. A rough division of this allocation allows $4,000 for publication of the technical volume with many charts and maps, with $1,000 to go toward publication of the popular summary unless this can be arranged with a commercial publisher without cost.

15. This item covers consumable office supplies, printing of interview schedules, mimeographing preliminary reports and press releases, communication costs, etc.

16. A contingency allowance of $5,000 is believed to be a safe amount for a budget of this size.

17. In line with the policy of the Institute for Research in Social Science, a three percent allocation is made to cover such overhead administrative costs as local telephone service, fiscal and accounting services, wear and tear on office equipment, typewriters, calculating machines,

adding machines and the like, and other services difficult to charge to a particular project.

Housing

G.W.B.-h
9-21-1944

WORK MEMORANDUM

from: Gordon W. Blackwell
Inst. for Res. in Soc. Sci.
U. of N.C.

PROPOSAL FOR A STUDY OF HOUSING IN THE SOUTH

Objectives

An authoritative study of Southern housing, both rural and urban, supplemented by popular promotional efforts and a sound educational program on the causes and effects of poor housing, would be a distinct contribution to the post-war development and enrichment of the South. Furthermore, results of such a project would affect the field of housing in all parts of the country.

It is believed that the eleven Southeastern States, comprising as they do a region already well documented in many fields other than housing and comprehending fully 27 varying subregions, afford an optimum area for the proposed study.

Perhaps nowhere in the United States is the problem of rural housing more acute than in the South, grounded as it is in distinctive and long established socio-economic patterns of agriculture. On the other hand, no region in the country is experiencing the processes of urbanization at such a rapid rate as is the Southeast. Here is a chance, then, to provide data upon which planning in the field of housing may be initiated at a stage where it should be possible to avoid mistakes already made in the large metropolitan centers in other parts of the country. Furthermore, the cities which already exist in the South have critical slum conditions with the additional complication of a distinctly segmented bi-racial culture. It is believed that a

study of housing in the South would afford a strategic opportunity, both from the point of view of the development of a national housing program and in terms of regional post-war development.

Estimates of housing needs in the post-war period vary greatly, but there is coming to be some agreement on estimates presented by Mr. C. F. Palmer which indicate that there should be constructed 1,600,000 non-farm units each year for the ten years following the war. Of these, it is suggested that 600,00 must be built with government subsidy for low income families. Such a construction program would employ more than 1,600,000 men for ten years, many of them returning from the armed forces. In addition, critical needs for new farm housing units would swell the total considerably, but there is less agreement as to the number of agricultural units required.

In spite of this critical housing need which faces the nation, there are indications that leaders in public life may be in danger of allowing a recession in the public housing program of this country. The kind of study here proposed would provide significant data for guiding the development of post-war housing programs and would be so dramatized and channeled to the public that the potential recession in the housing movement may be overcome.

An authoritative study and a sound educational-promotional program should be conducted with the assistance of Southern universities, State Planning Boards, the Southern Regional Council, educational agencies and socially-minded citizens in public and private life. Certain basic research should be completed as

quickly as possible so that the data may be available for consideration as the anticipated era of post-war development arrives. At the same time the facts about housing must be gotten across to the public and should be woven into existing educational programs.

Sponsoring Agency

The proposed program is to be undertaken by the Institute for Research in Social Science at the University of North Carolina. This will assure an authoritative study in line with the research program of the Institute and/one of the objectives of the Institute, namely, the channeling of the results of research to the public. In the latter connection, the Institute would perhaps allocate certain aspects of the promotional-educational task to such agencies as the Southern Regional Council.

The Institute will provide office space, office equipment, typewriters, calculating machines, adding machines, slide film projector, movie projector, etc.

Advisory Committee on Southern Housing

The Institute for Research in Social Science, with the advice of such agencies as the Southern Regional Council, will appoint an advisory committee on Southern housing. A major function of this group will be to advise on ways and means of channeling to the public the findings of the research. The committee should be composed of approximately twenty-five prominent citizens, both white and Negro, distributed generally throughout the South. Committee members will serve as individuals rather than as representatives of organized groups or agencies. The

composition of the committee should reflect interest and activity in such fields as the press, radio, the various levels of education, agriculture, business, organized labor, State Planning Boards, and other public service.

The advisory committee should have as its chairman a layman vitally concerned in the field of housing and regional development of the South and able to give considerable time to the project. Mr. C. F. Palmer, of Atlanta, Georgia, has all of the desired qualifications for a chairman, and his interest in initiating the project is an indication that he would be available to serve in this capacity. With a small executive committee the chairman would serve in an advisory capacity throughout the course of the project. It is anticipated that the entire advisory committee would meet at the beginning of the study, once about halfway through, and again at the conclusion of the project. Between meetings the committee would be kept informed through periodical progress reports from the project director.

Problems for Study

There is already in existence a large amount of factual material about housing in the South. There is, therefore, no need to engage in a large scale survey of the physical aspects of the housing problem. However, it will be necessary to do a certain amount of new surveying in order to give the study a base of up-to-date, authoritative information and to get new light on some of the topics to be studied. It is suggested that several cities, several towns, and several rural counties be selected for intensive

study. For cities and towns, overlay maps will be developed for purposes of indicating relationships between slums and various socio-economic problems. For rural counties composite maps will indicate relationships between housing conditions and such factors as soil type, tenancy, and the like.

In addition to research through field work, there is need for correlation of existing data in the field of Southern housing. Such data available through the United States Census, real property inventories, and studies by State agricultural colleges, State Planning Boards and local housing authorities, need to be analyzed and synthesized. Two minor studies which will become part of the available data are now being conducted by the Institute, one being a study of rural public housing in the South, and the other a study of subsistence homestead projects in Alabama. An Institute study of housing in southern textile mill villages was completed several years ago.

The research staff, with the counsel of the advisory committee, will determine the problems upon which the study shall focus. It is anticipated that the following will be included:

1. What do we already know about the extent of substandard housing in the South?
2. Who owns the slums? Are slums profitable to anybody? If so, to whom? Are slums being subsidized indirectly by the public?
3. What are the causes of poor housing, such as faulty design, inferior materials, conversion, inferior design, neighborhood effect, speculation, etc.?

4. What are the effects of poor housing, both on individuals and on the community, in terms of health, mental stability and attitudes, morality, and economic costs?
5. What have been the effects of attempted corrective measures for poor housing?
6. What is the status of the building industry, labor, and raw materials in the South as compared with other regions? What would a post-war program for adequate housing mean in terms of regional development of the South?
7. What are the special problems of rural housing in terms of both effects and corrective measures?
8. What are the special problems of Negro housing?

Channeling the Findings of the Research to the Public

In addition to the publication of a more or less technical volume presenting the major findings of the study and designed for use by experts in the field of housing, State Planning Boards, other public officials, and at the college level, there should be a carefully planned educational-promotional program. This should include the following, among others:

1. A popularly written and attractively illustrated summary of the findings of the research, prepared by a nationally known writer. (This should be something in the nature of Gerald Johnson's THE WASTED LAND which served the same purpose for Odum's somewhat technical and lengthy volume, SOUTHERN REGIONS.)
2. Effort will be made to interest a nationally known fiction writer in doing a novel which might do for the

field of housing what Steinbeck's GRAPES OF WRATH did for the migratory labor problem. Effort will also be make to get a recognized motion picture company to produce a movie based on this novel. (Neither the novel nor the movie would involve costs as far as the proposed project is concerned.)

3. Radio programs and feature stories in the press should be developed continuously.
4. The educational efforts of the project should include the development of sample materials for use in the schools, the development of a source book on housing for use in secondary schools, the development of film strips, collaboration with a recognized company and perhaps with the American Council on Education movie project in the production of sound films for educational use, and the promotion of more effective preparation of teachers as far as housing is concerned.

Time Schedule

In view of the prospect that the post-war period may be upon us earlier than had been anticipated, it is important that the project be started as soon as possible and not later than January 1, 1945. It should continue for a period of two years. After several months of exploratory study, field work should be gotten under way. It is anticipated that field work can be completed within a twelve months period with the final six to nine months available for processing of data, correlation of already existing materials, the preparation of a final report, and the

writing of a popularly presented summary of the study. The educational-promotional program should proceed throughout the suggested two-year period.

Staff and Budget

The following is the approximate budget which it is believed will be required to accomplish the program:

1.	Director for two years at $6,000	$12,000
2.	Eight field workers for one year at average of $3,000	24,000
3.	Two research associates for two years at average of $2,500	10,000
4.	Specialist in promotion and publicity for two years at $4,800	9,600
5.	Specialist in education for two years at $4,800	9,600
6.	Rewrite man for six months at $500 per month	3,000
7.	Per diem and travel for specialists for research and consultation	4,000
8.	Four stenographers for two years at $1,800 per year	14,400
9.	Travel of staff	27,500
10.	Travel of advisory committee	4,500
11.	Travel of executive committee	600
12.	Travel of committee chairman	500
13.	Production of sample educational materials, a source book on housing for use in secondary schools, film strips, and educational sound films	10,000
14.	Publication of research report and popular summary volume	5,000

15.	Supplies, materials, printing, mimeographing, long distance telephone, telegraph, etc.	$ 2,600
16.	Contingency	5,000
17.	3% Institute overhead administrative costs	4,200
	Total	$146,500

Explanation of Budget Items

1. A nationally recognized research specialist in social science is believed to be available for the position of Director of the project. With two substantial volumes already published and well received, with experience in field research work, with experience in directing research, with an unusual familiarity with the Bureau of the Census and its materials, and with current experience in one of the outstanding governmental research agencies, this person is admirably fitted for the position.
2. Field workers will be selected with experience in interviewing and in research. A minimum of two of the field workers should be Negro. Mature graduate students should be available for these positions.
3. Research associates should have experience in library research and in statistical work. At least one of the research associates should have knowledge of editing and coding schedules for mechanical tabulation. A person with the Ph.D. degree and with considerable research experience is already available for one of these positions.

4. It is anticipated that a young man with energy and originality in the press-radio field can be secured as the specialist in promotion and publicity. Such a person should have a vital interest in the objectives of the program with some background in the social sciences. One such person is in mind, should he be released from the Army by the time the project gets underway.
5. The specialist in education should be especially trained in the field of educational materials. He should have a knowledge and philosophy of teacher education which would enable him to influence teacher training programs in the southeastern states. His standing in the field of education should be such as to enable him to work closely and successfully with Southern educational leaders.
6. A nationally known writer with demonstrated ability to write effectively for the general public will be secured as re-write man to prepare a popular, illustrated summary of the research findings.
7. An invaluable provision in the project will be an amount to cover per diem and travel for outstanding people in the field of housing for purposes of consultation. Also it is likely that certain specialized units in the study may be most efficiently done by selected authorities on a contract or short-term arrangement.

8. It is estimated that the stenographic personnel will be used somewhat as follows: one for the Director, one between the two research associates, one for the specialist in promotion and publicity, and one for the specialist in education.

9. Travel of staff has been estimated as follows with allowance of $5 per diem for subsistence:

Director, approximately one-fourth time or 180 days	
Transportation	$ 2,000
Per diem	900
Specialist in promotion and publicity, approximately one-fourth time or 180 days	
Transportation	1,600
Per diem	900
Specialist in education, approximately one-fourth time or 180 days	
Transportation	1,600
Per diem	900
8 field workers, approximately 11 months or 330 days	
Transportation	6,400
Per diem	13,200
Total	$27,000

10. Advisory committee of 25 persons from all parts of the Southeast to meet at Chapel Hill three times for one to two days each time, transportation and per diem estimated at average of $60 per person.

11. It is believed that in addition to the three meetings of the advisory committee, the executive committee of five members will need to meet at Chapel Hill twice for

one to two days each time, transportation and per diem estimated at average of $60 per person.

12. In addition to the meetings of the advisory committee and the executive committee, the committee chairman will make approximately 10 trips to Chapel Hill at an average cost for transportation and per diem of $50 each trip.

13. This item for producation of various kinds of educational materials is difficult to estimate. Based upon: (a) the experience of the American Council on Education and the Office of the Coordinator of Inter-American Affairs in the production of a series of film strips for use in schools in Latin America, (b) the experience of the Institute in collaborating with the Erpi Company in the production of a series of regional sound films for educational use, and (c) study of the Committee on Southern Regional Studies and Education, it is believed that the amount allocated for this item is set at a minimum.

14. A rough division of this allocation allows $4,000 for publication of the technical volume with many charts and maps, with $1,000 to go toward publication of the popular summary unless this can be arranged without cost.

15. This item covers consumable supplies, printing of schedules, mimeographing preliminary reports and press releases, communication costs, etc.

16. A contingency allowance of $5,000 is believed to be a safe amount for a budget of this size.

17. In line with the policy of the Institute for Research in Social Science, a three per cent allocation is made to cover such overhead administrative costs as local telephone service, fiscal and accounting services, wear and tear on office equipment, typewriters, calculating machines, adding machines and the like, and other services difficult to charge to a particular project.

MEMORANDUM TO: DR. HOWARD W. ODUM August 1, 1944

FROM: GUY B. JOHNSON

SUBJECT: PROPOSED STUDY OF HOUSING IN THE SOUTH

FOREWORD

An authoritative sampling study of Southern housing, urban and rural, followed up by a popular dramatization of the needs for better housing, and the practical possibilities of obtaining better housing, would be a distinct contribution to the welfare of the South. Such a study should be conducted cooperatively by such agencies as the university research institutes, state planning boards, the Southern Regional Council, and socially-minded citizens in public and private life. It should be developed and completed as quickly as possible in order that definite plans may be available for consideration before we reach the era of post-war public works projects and frantic real estate activity. I offer below some tentative ideas on such a project.

1. NAME

An organization might be set up to conduct the study under the name of The Southern Housing Commission, or The Southern Commission for the Study of Housing.

2. STRUCTURE

The Commission proper should probably be composed of about 25 prominent citizens, with a chairman, a vice-chairman, and a secretary-treasurer.

In order to draw in a larger number of interested persons in an advisory capacity, there should be an Advisory Committee of 10 to 20 persons drawn from the ranks of public-spirited businessmen, churchmen, welfare administrators, etc.

Working under the Commission and in cooperation with the Advisory Committee would be a Research Committee. This would be composed of 6 or 8 research experts, some of whom should be experts in housing studies, whose function would be to plan the research policy and strategy.

Under the supervision of the Research Committee, directly responsible to a Research Director, would be the Research Staff. It is difficult to say at this stage how many workers would be needed, but we might suggest that in addition to the director, the study would require from 5 to 10 field workers, 2 or 3 research assistants for combining and processing the data, and one or two special writers for putting the results of the study into form for popular consumption. In addition, it would of course be necessary to have 3 or 4 stenographers.

3. PROBLEMS FOR STUDY

The main object of the study should not be to accumulate a mass of additional facts on the physical aspects of housing, but to attempt to answer such questions as the following:

a. What do we already know about the extent of substandard housing in the South?

b. What do we know about the practical possibility of good housing for low income people? What has been the experience of private and governmental ~~renting~~ agencies with respect to the financial soundness of their housing projects?

c. Who owns the slums? Are slums profitable to anybody? If so, to whom? Are slums being subsidized indirectly by the public?

d. What are the essentials of good planning for better housing? In rural areas? In small towns? In cities? What should be the relation of housing projects to the total community?

e. What are the prospects for sound financing of better homes, both individual dwellings and apartment projects, on a basis which will make it possible to build better housing far down into the lower income groups?

4. SAMPLE SURVEYS

There is already in existence a large amount of factual material about housing, and there is no need to engage in a large-scale survey of the physical aspects of the housing problem. However, it will be necessary to do a certain amount of new surveying in order to give the study a base of up-to-date, authoritative information, and to get new light on the questions which were raised in the preceding section. It is suggested, therefore, that spot surveys of housing be made in four states, say North Carolina, Georgia, Florida, and Mississippi, covering at least one rural community and one city, and preferably adding one town or small city, in each of the states.

5. THE WRITE-UP

One of the most important aspects of the whole project would be the way in which the results are written up and presented to the public. A clever writer who has a sincere interest in social progress should be employed to dramatize the problem of housing and the possibility of building good housing within the reach of millions of citizens who do not now enjoy it.

The findings and recommendations should be publicized through an attractive small book, illustrated with photographs and pictographs. They should also be popularized through the press, the radio, pamphlets, and conferences, with the object of stimulating a great deal of public interest and citizen pressure for the realization of better housing in the South.

6. TIME SCHEDULE

It ought to be possible to complete the project in 12 months, allowing 7 or 8 months for the survey work and 4 or 5 months for the processing and ~~lining~~ writing up

of materials. Some of the field workers would not be needed during the latter part of the study, and it would not be absolutely nedessary to have the write-up man during the first part of the study.

In view of the prospect that the post-war period may be upon us earlier than had been anticipated, it is important that this project be started at the earliest possible instant. If various interested groups can coordinate their efforts quickly, it may be that they can organize a Southern Housing Commission and find financial support for it within the next two or three months, so that the actual work could begin in October or November, 1944.

7. COST OF THE STUDY

The following is a crude and tentative budget based on the assumption that the study would be completed in one year and that the staff would be of the approximate size which was suggested above.

Executive Director, one year.....	$ 6,000
8 field workers, at average of $2,500 per year, for nine months.....	15,000
2 research assistants, at $2,500, for one year.....	5,000
3 stenographers, at $1,600, for one year.....	4,800
Write-up man, five months at $500 a month.....	2,500
Travel.....	2,000
Miscellaneous field expenses	500
Supplies and materials.....	500
Rent.....	800
Publishing.....	1,000
Contingency fund.....	1,900
	$ 40,000

It might be that the salary allotted for the Executive Director could be saved in whole or in part if the services of some qualified person of independent means could be obtained. Several other items might possibly be scaled down, but my judgment is that it will require from $40,000 to $50,000 to see this project through in an effective way.

If a group of cooperating agencies can get together and agree upon the kind of project which should be promoted, there should be little difficulty in getting the project financed through one or more of the foundations, such as the General Education Board or the Julius Rosenwald Fund.

8. SPONSORING AGENCIES

In view of the fact that the project needs to be based upon sound survey and research by qualified persons, the sponsorship should come in part from the universities of the South which have shown the greatest interest in social science research. Among these would be the University of North Carolina, Fisk University, the University of Georgia, the University of Florida, the University of Virginia, Emory University, Atlanta University, Vanderbilt, the University of Alabama, Louisiana State University, and the University of Texas. Whether all these and perhaps others should be included as sponsors is an open question. From a practical standpoint, the burden of planning the research would probably fall upon a few research centers such as those at the University of North Carolina and Fisk.

The Southern Regional Council, with its broad interest in social, economic, and racial problems of the South, might logically serve as the overall sponsoring and coordinating agency for the project. The Council has headquarters in Atlanta, and its members and directors include many of the most liberal and progressive people in the South. A project such as this housing study is exactly the sort of constructive work which the Council wishes to promote. When the Council moves to larger quarters, as it plans to do within the next two months, it could probably provide office space and various cooperative services for the Southern Housing Commission.

1

October 4, 1945

Mr. Sam Ellis, Jr.
Route 3
Goodlettsville, Tenn.

Dear Mr. Ellis:

Thanks for your postal card. I am sorry that we do not have any literature on hand which will give you the sort of information which you want about slums and slum clearance in the South. We are trying to lay hands on some material of this sort, and we hope to be able to send you something within the next few days.

In the meantime, we are sending you with our compliments a copy of our latest publication, THE SOUTH -- America's Opportunity Number One. Let me call your attention to Mr. Coleman Woodbury's article on "The South's Post-war Housing Problems", and to Mr. A. F. Hinrichs' referral to Atlanta Housing projects on page 15. I suggest that you write Mr. Woodbury and ask him for literature on housing.

Sincerely yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT
Separate cover

Called Atlanta Housing Authority for 2 Copies of their report.
IBT

Dear Mr. Johnson;

Please send me any free and inexpensive information about the slums and slum- clearance in our South. Any pictures and facts that you can send me will be appreciated. I am requesting this for my economics class.

Thank you,
Sam Ellis, Jr.
Goodlettsville,
Tenn. R#3

Goodlettsville

RECEIVED
OCT 3 1945
Southern Regional Council

February 4, 1946

Housing

RECEIVED
FEB 5 1946
Southern Regional Council

Mr. Paul D. Williams, President
Southern Regional Council, Inc.
3320 Gloucester Road
Richmond, Virginia

Dear Mr. Williams:

On February 7 and 8, the National Housing Administrator and other government officials are conferring with national public interest organizations on the housing emergency. An invitation was sent to Mr. Johnson, as Executive Director of your organization. Mr. Johnson has written to us to say that he is unable to attend but thought you might possibly be free to do so. We want you to know that we would be delighted to have you attend if your schedule permits. For your information, I am enclosing a copy of the agenda.

Sincerely yours,

Florence D. Stewart
Community Relations Adviser

Enclosure

cc: Mr. Guy B. Johnson

Nausey

January 29, 1946

Mr. John B. Blandford, Jr., Administrator
National Housing Agency
Washington 25, D. C.

Dear Mr. Blandford:

Thank you for your letter of January 24 concerning the housing conference which has been called in Washington for February 7 and 8.

I regret very much that I have an important engagement in Mississippi on February 8 which will prevent my attending the conference in Washington.

Unfortunately, our Associate Director, Dr. H. L. Trigg, and our Director of Veterans' Work, Dr. George S. Mitchell, are also engaged at that time. It might be that our President, Mr. Paul D. Williams, 3320 Gloucester Road, Richmond, Virginia, could attend the conference if you wish to invite him. I am sure that he would make a real contribution to the work of the conference.

Cordially yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT

NATIONAL HOUSING AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE ADMINISTRATOR

January 24, 1946

RECEIVED
JAN 26 1946
Southern Regional Council

Mr. Guy B. Johnson, Executive Director
Southern Regional Council
63 Auburn Avenue, N. E., Room 432
Atlanta 3, Georgia

Dear Mr. Johnson:

The nation-wide program to make available all possible homes for our returning veterans and their families, now under way, will require full public understanding and participation. A conference therefore has been called in Washington February 7 and 8 of representatives of veteran, labor, civic, welfare, religious and service organizations which already have shown their deep interest in this challenge. I hope that you will be able to join in this conference.

I believe the conference is most timely. The Government now has instituted priorities to channel half of the available critical building materials into homes for veterans, and full use is being made of available war housing. Congress has voted funds to enable us to move a considerable amount of surplus temporary housing to where it is needed for veterans and their families. All communities have been urged to appoint emergency committees on housing and to establish or expand housing referral services to help get veterans preference in all housing, old and new. The remaining task is to obtain the utmost public cooperation -- and organizations such as yours, which reach down deep into our communities, can be of invaluable aid.

A small group of representatives of industry and labor already has met with Government officials to lay plans to speed the production of housing at the right prices in 1946. All Government credit agencies are supporting a program to combat inflation in real estate and their efforts will be supplemented later by a national conference of representatives of home-financing institutions. The meeting February 7 and 8 will discuss all these measures and taking part will be representatives of the Office of War Mobilization and Reconversion, the Office of Price Administration, and the Civilian Production Administration, as well as of the National Housing Agency.

As early as spring of 1945, the National Housing Agency laid the groundwork for emergency measures to meet the needs of veterans and war workers returning to their home towns. Now we believe the time has come to discuss the new steps planned for the critical year 1946. The conference will be held in Auditorium A of the U. S. Chamber of Commerce Building, 1615 H Street, N. W., starting at 9:30 a.m., February 7. All statements made at the conference will be off the record, unless previously cleared with the speaker. I hope you will let me know that you are planning to attend.

Sincerely yours,

John B. Blandford, Jr.
Administrator

Enclosure

NATIONAL HOUSING AGENCY

Citizen-Government Conference on the Housing Emergency
Washington, D. C.

February 7-8, 1946.

The purpose of the conference is to obtain citizen and community action to secure maximum preference for veterans in the housing supply, to speed production of new housing in 1946, to fight further inflation in real estate prices, to develop effective means for advising home seekers on home values, and to cooperate in local and national programs aimed at ending the housing shortage.

Agenda

Morning Session, February 7.
9:30 a.m.

Opening statement by John B. Blandford, Jr., National Housing Administrator, on the purposes of the conference, the background of the housing shortage and its present and prospective dimensions, the lines of action now in operation to relieve it, and ways and means for cooperation by communities and public interest organizations in short-term and long-term programs to overcome the shortage.

Statement by Wilson W. Wyatt, Housing Expediter, Office of War Mobilization and Reconversion, on the coordinated Federal program to attack the housing shortage and on the importance of related community programs.

10:00 a.m.

How can we assure maximum use of existing housing resources to meet the needs of veterans?

Chairman: Philip M. Klutznick, Commissioner, Federal Public Housing Authority

1. Proposed local and national campaigns to secure preference for veterans in use of the existing private housing supply.

2. Emergency measures to help meet veterans' housing needs through use of public war housing on present sites and through moving and converting surplus temporary housing, barracks and other emergency facilities.

3. Proposals and comment by organization representatives.

11:00 a.m.

How can communities and public interest organizations cooperate in stimulating maximum 1946 housing construction for veterans?

Chairman: Raymond M. Foley, Commissioner, Federal Housing Administration

Statement by J. D. Small, Administrator, Civilian Production Administration

1. Description of housing priorities system, with particular reference to pricing procedures and local cooperation in securing observance of priorities regulations and of preference to veterans.

2. Proposed local conferences to set 1946 housing production goals directed at the needs of veterans in all income ranges.

3. Proposed local action to increase the supply of materials and labor for home building by stimulating local production of materials, discouraging non-essential building and repairs, and increasing local labor supply where needed.

4. Proposals and comment by organization representatives.

Afternoon Session, February 7.

2:00 p.m.

What are the best measures to assure fair prices for houses and to fight inflation in real estate prices?

Chairman: William K. Divers, Assistant Administrator, National Housing Agency.

Statement by Chester Bowles, Administrator, Office of Price Administration.

1. Proposed measures for price control of new and existing housing.

2. Possible local advisory services to home seekers on home values.

3. Proposals and comments by organization representatives.

3:00 p.m.

What can communities do now to prepare for comprehensive long-range housing programs to end the housing shortage and to provide decent homes for all families?

Chairman: Coleman Woodbury, Assistant Administrator, National Housing Agency.

1. Necessary local action to set community housing goals, to examine long-term local housing requirements in relation to needed Federal, State and local legislation, and to modernize local building codes, zoning ordinances and other regulations.

2. Proposals and comment by organization representatives.

Morning Session, February 8.
9:30 a.m.
Chairman: John B. Blandford, Jr.

Summary session for general discussion of the housing shortage with particular reference to such questions as:

1. Community understanding of the reasons for the housing shortage.
2. Inventory and appraisal of pending proposals -- sound and unsound -- to cure the housing shortage.
3. Respective roles of local and Federal Government in housing programs.
4. Over-all community organization on housing.

11:00 a.m.

Analysis and interpretation of conference findings and recommendations by Wilson W. Wyatt.

NH 65758

Housing

March 6, 1946

Mr. Lee F. Johnson, Executive Vice President
National Public Housing Conference
1015 Fifteenth Street, N. W.
Washington 5, D. C.

Dear Mr. Johnson:

Thank you very much for sending me a copy of the tentative program for the 15th Annual Meeting of the National Public Housing Conference, which is to be held in New York March 14, 15, and 16. The program looks very interesting and I wish very much that I could attend, but unfortunately, my commitments are such that I shall not be able to do so.

Cordially yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT

P. S. I hope that you have Mr. Lon Sullivan, of Atlanta on your list of invitees. He is Chairman of the Georgia Citizens Council and Housing Expediter for Georgia.

GBJ

NATIONAL PUBLIC HOUSING CONFERENCE
1015 Fifteenth Street N.W.
Washington 5, D. C.

RECEIVED
MAR 4 1946
Southern Regional Council

February 28, 1946

Mr. Guy B. Johnson, Executive Director,
Southern Regional Council,
63 Auburn Avenue, N. E., Rm. 432,
Atlanta 3, Georgia.

Dear Mr. Johnson:

Enclosed is the tentative program for the Fifteenth Annual Meeting of the National Public Housing Conference in New York, at the Hotel New Yorker, on March 14, 15 and 16. We hope sincerely that you will be with us.

Yours sincerely,

Lee F. Johnson

Lee F. Johnson,
Executive Vice President.

Enc.

TENTATIVE PROGRAM
FIFTEENTH ANNUAL MEETING
NATIONAL PUBLIC HOUSING CONFERENCE

MARCH 14, 1946
10:30 a.m. to 12:30

Franklin D. Roosevelt, Jr., presiding

ADDRESS OF WELCOME	Edmond B. Butler, Chairman New York City Housing Authority
GREETINGS FROM THE MAYOR	William O'Dwyer, Mayor New York City
REBUILD AMERICA!	Bryn J. Hovde, President National Public Housing Conference

2:30 p.m. to 5

A PANEL: MODBILIZING COMMUNITIES FOR BETTER HOUSING ACTION
Sydney Maslen, Chairman, National Council
of Housing Associations, presiding

Mrs. Chase Going Woodhouse	Congresswoman from Connecticut. Member, H . R. Banking and Currency Committee
Theo J. McGee	Chairman, Housing Authority of Columbus, Georgia
Miss Loula Lasker	Chairman of the Board, Citizens' Housing Council of New York
Harry Walker	Corresponding Secretary, Public Housing Association, Chicago, Illinois
Mrs. Genevieve Hambley	Chairman, Joint Action Committee for Better Housing, Milwaukee, Wisconsin
John Schlarb, Jr.	Executive Director, Housing Authority of of Tacoma, Washington
Hubert Humphrey	Mayor, Minneapolis, Minnesota

* * * * *

MARCH 15, 1946
10 a.m. to 12

George Quilici, Chairman, NPHC
Board; presiding

NOW THE GOING GETS ROUGH	Lee F. Johnson, Executive Vice President, National Public Housing Conference.

The NPHC membership speaks: elections; reports of committees
adoption of resolutions; general discussion

2:30 p.m. to 5

A PANEL: PUBLIC-PRIVATE TEAMWORK
Charles Abrams, Director, NPHC;
presiding.

Joseph Hudnut	Dean, Graduate School of Design, Harvard University, Cambridge, Massachusetts.
R. C. Ingersoll	President, Ingersoll Steel and Disc Division, Borg-Warner Corp., Chicago, Illinois.
C. E. A. Winslow	Chairman, Housing Authority of New Haven, Connecticut.
Robert T. Veit	Partner, Shields and Company, investment bankers of New York.

MARCH 15, 1946
7 p.m.

REBUILD AMERICA DINNER
Bryn J. Hovde; presiding

MESSAGE FROM THE PRESIDENT OF THE UNITED STATES

THE VETERAN SEEKS A HOUSE	Veteran of World War II
THE GOVERNMENT MEETS THE TOTAL HOUSING PROBLEM	Wilson Wyatt, National Housing Expediter, Administrator, National Housing Agency
AN END TO THE HOUSING CRISIS	Robert F. Wagner, Senior Senator from New York

* * * * *

MARCH 16, 1946
10 a.m. to 12:30

A PANEL: MEET THE WHOLE NEED
William Guste, Chairman, NPHC
Legislative Committee; presiding

Charles McGuerin	Secretary, Greemont Mutual Housing Corporation, Dayton, Ohio
James G. Patton	President, National Farmers Union
Harry L. Bates	Chairman, A. F. of L. Housing Committee
R. J. Thomas	Chairman, CIO Housing Committee

1:30 p.m.

PUBLIC HOUSING LUNCHEON
James L. Stephenson, Chairman, NPHC
Local Authority Advisory Council; presiding

I LIVE IN A LOW RENT HOUSING PROJECT	A Tenant from Kingsboro Houses, New York City
THE LOCAL HOUSING AUTHORITY: A VITAL NATIONAL INSTITUTION	Philip M. Klutznick, Commissioner, Federal Public Housing Authority
WE GO HOME TO WORK	Bryn J. Hovde, President, NPHC

(printed, final programs will be available at convention headquarters)

A reminder to make your reservations NOW - for the

FIFTEENTH ANNUAL MEETING
of the
NATIONAL PUBLIC HOUSING CONFERENCE

MARCH 14, 15 AND 16, 1946
HOTEL NEW YORKER, NEW YORK CITY

* * * * *

This is a special invitation asking that you participate in seeking the solution to America's most difficult and pressing social and economic problem.

* * * * *

How can we

REBUILD AMERICA!

assuring a decent home to every family?

March 15, 1946

Mr. Wilson W. Wyatt
Housing Expediter
Office of War Mobilization
and Reconversion
Washington, D. C.

Dear Mr. Wyatt:

I am embarrassed to find that I have not acknowledged your good letter of February 7 and the copy of your report to the President on "The Veterans Emergency Housing Program". I have been engaged in so many activities lately that my correspondence has lagged terribly.

Your report is a simple, vigorous and courageous statement of the things that ought to be done if this country is to solve its housing problem without long delay and without injustice to low income groups. I think it is tragic that your program has been terribly misrepresented by certain interests and that Congress has trimmed out some of the most important of your proposals.

With appreciation for the great fight which you are putting up and with highest regards, I am

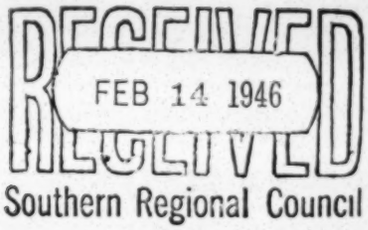
Cordially yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT

OFFICE OF WAR MOBILIZATION AND RECONVERSION
WASHINGTON, D. C.

February 7, 1946



Dear Mr. Johnson:

Knowing your concern for the housing needs of veterans, I am sending you a personal copy of my report to the President on the Veterans Emergency Housing Program. This program is the result of five weeks' almost continuous consultation with representatives of veterans, industry, labor, and the public, and with officials of Federal, state and municipal governments. The program can be put into effect only with the combined efforts of all these groups, working toward the same objective--that of providing in the shortest possible time the largest possible number of low-cost homes for veterans.

Any suggestions you may have as to the feasibility of the program and the means by which it may be carried out, or any other comments you care to make, will be most welcome.

Sincerely yours,

Wilson W. Wyatt

Wilson W. Wyatt
Housing Expediter

Enclosure

February 7, 1946

THE VETERANS' EMERGENCY HOUSING PROGRAM

A Report to the President

from

Wilson W. Wyatt

Housing Expediter

February 7, 1946

THE VETERANS' EMERGENCY HOUSING PROGRAM

A Report To The President

From The Housing Expediter

Dear Mr. President:

On January second I came to Washington at your request to study the critical housing shortage which confronts America today and to recommend and execute a plan of action. In the past five weeks I have met with more than thirty groups from industry, labor, veterans, and government. I have listened closely to their recommendations, and I have examined the principal available data.

Two sobering and inescapable facts emerge from this study in bold relief:

> First, there is an urgent need for some 3,000,000 moderately and low priced homes and apartments during the next two years.
>
> Second, we can meet this need only by bringing to bear the same daring, determination, and hard-hitting teamwork with which we tackled the emergency job of building the world's most powerful war machine four years ago.

When, in a recent radio message to the American people, you called for the immediate production of an unprecedented number of homes, I could not help but recall the goal of 50,000 aircraft which President Roosevelt set in the early days of the war. Though many people considered it impossible, that goal and others like it were achieved and passed.

We met in full our obligation to our men and women in uniform.

To meet our obligation to those same men and women in civilian life, we will need the same drive and ingenuity on the part of American business and American labor and the same Government stimulus and financial assistance that made possible the miracle of war production in that earlier emergency.

Our sights must be raised far above the present target of four or five hundred thousand homes in 1946.

I am therefore recommending that the following program of emergency measures be put into effect immediately:

(1) Construction of 2,700,000 low and moderate cost homes must be started by the end of next year. The target for 1946: 1,200,000 homes started, of which 700,000 will be conventional houses; 250,000 permanent prefabricated houses, and houses assembled on-site from prefabricated parts and materials; and 250,000 temporary units. The target for 1947: 1,500,000 homes started, of which 900,000 will be conventional houses; 600,000 permanent prefabricated houses and houses assembled on-site from prefabricated parts and materials. (The previous all-time high was 937,000 homes in 1925; in 1945, only 240,000 homes were built.) Except for 200,000 units of temporary re-use war housing and 50,000 new trailers all of these will be permanent homes. On the assumption that the recommended legislation is authorized promptly the program should move into high gear by the end of the first quarter of 1946. Within two years from that time the urgent need figure of some 3,000,000 homes should be met under this program.

(2) Preference for veterans and their families in the rental or purchase of these homes with appropriate provisions for non-veteran

hardship cases.

(3) Greatly expanded production of conventional and new type materials obtained by firm and timely use, where necessary, of:

a) premium payments for increased production,

b) guaranteed markets for materials manufacturers,

c) priorities and allocations of equipment and materials,

d) wage-price adjustments or price increases where they are necessary and not inflationary,

e) use of war plants and new facilities to increase present production capacity,

f) rapid tax amortization for plants which are newly built or converted to produce essential building materials, and

g) absorption by Government of undue risks in developmental work on new type materials.

(4) Recruitment and training of 1,500,000 additional workers on-site and off-site by the middle of 1947. This means more than tripling the present labor force engaged in residential construction.

(5) Postponement of all deferrable and non-essential construction for the balance of 1946 to release needed materials and labor for veterans' homes and for essential and non-deferrable projects.

(6) Rapid expansion of factory fabrication of materials and parts, as well as complete low cost homes by making materials available and guaranteeing the market for the product.

(7) Priorities and allocations to home builders for equipment and materials.

(8) Federal cooperation and assistance where necessary in the development of home sites.

(9) Channelling the largest part of materials into homes and rental housing, both farm and urban, selling for not more than $6,000 or renting for not more than $50 per month.

(10) Curbing of inflation through more effective price control on building materials, ceilings on new and existing homes, and on building lots, and through the continuation of rent controls.

(11) The early adoption of S. 1592, the Wagner-Ellender-Taft Bill.

(12) Insured mortgages on low cost homes up to 90% of value and based on necessary current costs.

(13) New temporary legislation to support the program, including $250,000,000 for temporary re-use war housing.

(14) Community participation paralleling Federal action through emergency housing committees in cities and towns throughout the country.

(15) The Reconstruction Finance Corporation to play a major role in financing the program. In addition, authorizations from Congress will be required immediately to provide $600,000,000 for premium payments.

I believe that the success of a program of this magnitude will depend on several basic elements of policy which must influence every step that is taken.

Private enterprise must assume the leading role in this task as it did in the task of war production. And to that end the building industry and financial institutions must be relied upon as the mainstay of the production program. In addition, industry is entitled to a fair return for all-time record production of good materials and good homes at low prices.

Labor is entitled to a fair return for its share in the task. And that means higher wages in some contributing industries where workers have been historically low paid.

It will take a dynamic program to achieve this goal. Neither business-as-usual, labor-as-usual, building-as-usual, nor government-as-usual will suffice.

THE SIZE OF IMMEDIATE HOUSING NEEDS

The present housing emergency is the culmination of more than ten peacetime years and four war years during which an inadequate number of new homes has been constructed.

In October, 1945, 1,200,000 families were living doubled up with other families. At that time the situation was critical. It is rapidly becoming worse. The following table shows with shocking clarity that even without reducing the number of families which were doubled up in October, 1945, we would have to build approximately 3,000,000 new homes by the end of 1947 just to keep the situation from becoming worse:

Families living doubled up with other families in October 1945--at least	1,200,000
p Add:	
Married veterans who will be needing homes by December 1946	2,900,000
Non-veterans marrying who will be needing homes by December 1946	560,000
	3,460,000
Subtract:	
Existing vacancies and new vacancies occurring during 1946 as the result of deaths and dissolutions of families	945,000
Additional families needing homes by end of 1946	2,515,000
Additional families needing homes by end of 1947 (1,110,000 new families less 430,000 vacancies occurring as the result of deaths and dissolutions of families)	680,000
TOTAL NEED BY END OF 1947-- WITH AT LEAST 1,200,000 FAMILIES STILL DOUBLED UP	3,195,000

Our target is 2,700,000 homes and apartments started by the end of 1947.

Approximately 1,200,000 must be started in 1946. Of these, some 700,000 will be conventional houses; 250,000 permanent prefabricated homes and homes assembled on the building lot from prefabricated parts and materials; and 250,000 temporary units. (200,000 temporary re-use war housing and 50,000 trailers).

Approximately 1,500,000 homes must be started in 1947. Some 900,000 of these will be conventional homes and 600,000 will be permanent prefabricated homes and homes assembled on-site from prefabricated parts and materials. No temporary units will be built under this program in 1947.

In my judgment we can hit this target. We must - unless we are to fail in our duty to the veterans. Without bold, emergency action I am convinced that only about four hundred to five hundred thousand new homes would be built in 1946.

It will take time, under any program, to produce materials and to build houses in quantity. Because the program will start slowly and will speed up as materials and manpower become available in greater quantity, each month's delay in getting under way in 1946 will mean a loss of about 75,000 units, a number equal to almost one-third of the 1945 production of homes.

During the past few weeks I have heard the fear expressed that gearing our building industry to meet the present emergency will result in an over-expanded industry. The facts contradict this fear. The figure of some 3,000,000 homes needed by the end of 1947 does not take

into account the more than 10.5 million homes which are sub-standard and which must and can be replaced in a healthy, full production economy. Each year, in addition to the existing sub-standard dwellings, about 200,000 additional units drop into the sub-standard class or are destroyed. Approximately 400,000 net additional new families are created each year. These figures do not include farm homes or the temporary housing which was built during the war and which must be replaced.

THE PROBLEM OF MATERIALS

Increasing the flow of building materials is the essential first step in meeting the problem. Necessary restrictions through the war years have closed down many mills and factories; production in others has been severely curtailed. Inventories of all building materials have been sorely depleted.

These conditions mean that shortages of materials would be encountered even in building the 400,000 to 500,000 homes previously contemplated for 1946. The proposed Veterans' Emergency Housing Program tremendously increases this problem.

For example, in 1945 residential construction consumed about $400 million of building materials. In 1946 this program will require $2 billion of building materials, and in 1947 it will require $3.25 billion. This represents an eight fold increase in requirements between last year and next year.

Requirements of all materials and supplies -- lumber, brick, wall board, lath, cast iron soil pipe, electrical, plumbing, and heating

supplies, roofing materials, and others -- far exceed forseeable production unless emergency action is taken.

These materials deficits must be made up by greatly expanded production of conventional materials and by the use of new types of materials. The possibilities in this direction are significant. The use of metal window sash and framing instead of lumber has already been introduced. Composition and plastic materials are available for flooring to supplement scarce seasoned hardwoods. Pre-assembled unit bathrooms and kitchens can economize both material and manpower. Examples of this sort can be multiplied.

To achieve the necessary expansion, both of conventional and of new-type materials, three fundamental steps are called for:

(1) All existing plants must be brought to capacity operation as speedily as possible.

(2) Unused war plants and facilities must be converted for the production of new as well as conventional materials.

(3) Beyond this, new capacity must be built to the degree necessary to meet the requirements of the program.

The additional cost and risk of expansion, whether through increases in output, or additions to existing plants, conversion of old ones, or construction of new ones, must -- when clearly necessary -- be shared by the Government just as it was during the war. This requires more rapid than usual amortization of the plant for tax purposes; Government underwriting of sales of new-type materials at prices sufficient to cover developmental costs; adequate short and long-term Government credit, where private capital is not available, and premium

payments in selected cases for increased production of conventional and new-type materials, achieved over and above a carefully selected base period. Premium payments will also be necessary in cases where production costs rise due to the payment of overtime, or the addition of another shift.

Such premium payments will bring production to a high level without increasing the cost of the completed house to the veteran.

The total national outlay for materials for the housing program will be about $2 billion this year and about $3.25 billion in 1947. Of the two year total of $5.25 billion, $4.25 billion will probably be spent for conventional materials. While it is impossible at this time to determine accurately how much will be needed for premium payments, it is estimated that about 10 per cent of the total national outlay for conventional materials or approximately $400 million may be required.

Premium payments from this fund will be made selectively. Increased production of some materials can be secured without such payments; for others a slight additional payment will be sufficient; in a limited number the premium will have to be substantial to secure the needed output.

In addition to premium payments for conventional materials we must recognize that proportionately greater risks will be encountered in production of new materials. One billion dollars worth of new or substitute materials will be required. It is estimated that approximately 20 per cent of the amount or 200 million dollars will be required to encourage increased production.

THE PROBLEM OF MANPOWER

Serious manpower shortages will have to be overcome if we are to attain our goal of 2,700,000 dwelling units by the end of 1947. There are at present 650,000 workers employed (both off-site and on-site) in producing homes. To meet our goal, a peak of 2,150,000 workers will have to be on the job -- 1,150,000 actually constructing houses and 1,000,000 at work producing and distributing the materials going into home building. This means that by mid-1947 we must have more than triple the number of workers presently engaged in the industry.

Vigorous action will be needed to attract an additional 1,500,000 workers. Recruiting programs pointing up the long-term prospects of a revitalized industry will have to be started at once. Veterans should be given every inducement to participate. A large scale apprentice program should be undertaken promptly to produce the skills that are necessary.

Wherever wages in industries producing materials are abnormally low and stand in the way of recruiting the necessary manpower, wages will have to be raised. In specific cases where it is absolutely necessary, wage increases will be cared for by premium payments in order to stimulate maximum production.

CONSTRUCTION TO MEET THE NEEDS

No matter how successful we are in stepping up the supply of materials and in training and recruiting manpower, the most vigorous and imaginative measures will be required in the construction industry itself to build 2,700,000 homes in less than two years.

In 1946 we cannot escape the use of converted barracks and the movement and re-use of surplus temporary houses. These are not the kind of homes people like but in the present emergency they are acceptable. It should not be necessary to provide any more of them in 1947. They will be located on publicly owned land and will be torn down as soon as the increase in the supply of permanent homes makes their use unnecessary.

Both the construction industry and labor groups must gird themselves for far greater effort than ever before. The nation expects maximum efficiency from both industry and labor to reduce housing costs. Our target of 1,500,000 homes to be started in 1947 is more than twice the production in 1941, when 715,000 units were built. And it far exceeds the record of 1925, the biggest home-building year in our history when 937,000 units were built.

In order to meet our goal, we must step up conventional construction. This will be facilitated by utilizing some of the improved techniques developed during the war emergency. Under pressure of war needs, some of the leading builders pioneered in mass production methods and on-site fabrication. As a result they were able to accelerate and increase construction and to reduce costs. We will need more widespread use of these mass production methods in conventional building. We will gain great advantages from the use of prefabricated parts for houses, such as complete bathroom and kitchen units, as well as new types of materials. The ingenuity of the industry should extend and improve these methods to meet the needs of this program.

A job of this magnitude is going to require the best efforts of the entire building industry including both large builders and small, both builders of apartment houses and large developments and builders of individual homes. Large scale production of materials will enable the big builders to go ahead rapidly with the larger housing developments. And at the same time, it will assure the small builder, both rural and urban, that he will get his share of materials.

While we must depend for the bulk of our homes on building by conventional methods, we will also need to stimulate a large program of factory fabrication of homes. Increased emphasis on factory fabrication is also important from the point of view of manpower since this method requires a smaller percentage of highly skilled workmen. Greater reliance can thus be placed on semi-skilled and unskilled manpower which can be quickly trained. This is essential since the magnitude of this program cannot be met even by the use of every skilled worker who can be recruited or trained. Furthermore, it is expected that greater production of lower priced homes may be achieved.

A factory prefabrication program lends itself to the use of surplus plants, as well as assuring the full utilization of the existing prefabrication industry. The program is also well adapted to the use of substitute materials.

This program for factory fabrication contemplates the development of permanent homes which will meet accepted standards.

In addition to a shortage of materials, a serious obstacle in the way of the production of 250,000 prefabricated units this year and 600,000 in 1947 is the industry's lack of distribution facilities. The fact that manufacturers do not have established sales outlets tends to keep production down.

Under these circumstances, we must encourage private firms to go into this field and do the job, with the Government assuring them of a market for the houses they build. This can be accomplished by giving a Government purchase contract to producers who sell new-type houses through normal private channels of distribution. To qualify for such a purchase contract assuring full capacity operation, the producer should establish that:

1. He is prepared to produce a house which has been approved by the Government as meeting sound and tested standards of safety, durability, livability, and health.
2. The house will be sold in the lower-priced field at approximately $3500 for a one-bedroom house plus approximately $500 for each additional bedroom (F.O.B. plant, including the necessary equipment, but excluding the cost of land and erection).
3. He had formulated an effective plan for distribution and erection which will be placed into operation to insure that houses will be put up promptly.
4. He can and will produce a specified number of houses for the twelve calendar months after the date of the Government purchase contract which assures him of a market.

Under the purchase contract, the Government will take delivery of the houses only when the producer is unable to market them within a reasonable period following their production. In that case, the Government will dispose of the homes for use in veterans' housing, in the same manner

that it now disposes of surplus property of the Government. Some loss may result from this program, but the amount of that loss is expected to be relatively small in relation to the size of the program and to the benefits to be derived.

It should be recognized that conventional builders and construction workers will not only have to do their regular job of home-building, but will also have to play a big part in the erection of factory fabricated houses. Thus, the building industry is assured of a leading role in the emergency job. In addition we can create in a brief period a mass production building industry comparable in size, in opportunity for investment, and in employment with the automobile industry of the '20's.

LAND AND FACILITIES

The Veterans' Emergency Housing Program contemplates building a larger number of homes during the next two years than in any comparable period of our history.

As manpower and materials become available, a sufficient number of lots must be ready, so that veterans' housing may go forward without delay. The number of lots impoved with sewer, water and other facilities is far short of the requirements for the housing program. Vigorous action of all concerned will be required to overcome this shortage.

While it is clear that the central responsibility in this problem rests with the community, it may prove necessary for the Government to assist in providing facilities and in the development of sites.

POSTPONEMENT OF DEFERRABLE AND NON-ESSENTIAL CONSTRUCTION

It will be impossible to achieve our housing goal for the year 1946 without diverting critical materials and manpower from deferrable and non-essential construction, both public and private. Only in this way can we secure an immediate expansion of essential residential construction. It will be a matter of months before we can effectively expand material capacity and recruit and train needed manpower. In the meantime, the deferral of the less essential projects provides the one immediately available source of manpower and materials. It is hoped that the materials and manpower shortage will ease sufficiently by the end of 1946 to permit the relaxation of restraints on non-residential construction. The determination of what constitutes essential and non-deferrable construction must be made in terms of well defined standards and administered on a decentralized basis with the advice of local communities. Appeals from decisions made locally will be reviewed in Washington.

HOMES WHICH VETERANS CAN AFFORD

Recent surveys conducted by the War Department at Separation Centers reveal that most veterans expect to be able to pay less than $50 monthly for the rental or purchase of a home. A large proportion of these veterans plan to rent rather than purchase homes.

This makes it clear that while there are definite advantages in retaining the present price ceiling of $10,000 (and rental ceiling of $80) on new construction, the largest part of residential building materials must be channeled, through priorities and allocations, into

homes selling for $6,000 or less including land, or renting for not more than $50 per month.

To provide moderately priced homes with a maximum of rental units, it is necessary for the Government to offer greater incentive for the building of such housing. This can be achieved by insuring mortgages on low-cost homes for builders to the extent of 90 percent of value. Furthermore, such mortgages must be based on necessary current costs of construction rather than on long-term economic value, and they should be amortized over a long period. These techniques were successfully followed during the war under Title VI of the National Housing Act.

The Government can further reduce financing costs by lowering interest rates on insured mortgages and providing other aids to home purchasers.

A complete plan must also include aid for the expansion of the housing program for families of low income, with preference to veterans.

THE DANGER OF INFLATION

An inflationary spiral would be fatal to the housing program. By creating uncertainties it would impede production and lead to inventory hoarding and speculation. It would result in such high prices on homes as to put them completely out of reach of veterans' incomes.

Prices of building materials have already risen 35 to 40 percent above prewar levels. We cannot afford any further rise. Houses are being sold at prices in many cases far above even today's increased costs of replacement. Here again we cannot afford any further rise. Many who want

to rent are forced instead to buy at inflated prices. An inflation of housing costs like that which followed the last war would inevitably put prices beyond the reach of millions of veterans and others and would prevent a sustained high level of construction activity.

To curb inflation, the Government must use its present powers to the full, including strict control over prices of materials, and the continuation of rent controls. Legislative authority is needed for ceiling prices on old and new housing and on building lots in urban areas.

COMMUNITY ACTION

No program of this magnitude can be directed from Washington alone. We are going to need the advice and active participation of courageous community leaders in cities and towns throughout the country.

During the past few weeks I have had several meetings with representative mayors and governors, many of whom already have well-developed programs of local action. Together we have mapped out uniform plans for further activity to tie in with the Veterans' Emergency Housing Program.

As a first step we agreed that local emergency housing committees should be formed wherever they do not already exist. These committees will be composed of representatives from local government, veterans, labor, builders, building materials producers, financing institutions, Chambers of Commerce, and other interested groups. The basic purpose of these committees will be to clear away obstacles which might impede the progress of the local housing program.

They will:

(1) Undertake to assure first preference to veterans on existing houses offered for rent or for sale.

(2) Develop temporary home-sharing programs for veterans.

(3) Aid in securing the extension of emergency building codes and the modernization of existing codes.

(4) Encourage conversions to provide additional dwelling units.

(5) Speed up inspections and issuance of building permits by local authorities.

(6) Provide sites for Army and Navy barracks which can be demounted, transported, and converted at Federal expense.

(7) Discourage Black Market activity in building materials and in rents and support price ceilings.

(8) Assist in recruiting and training labor.

(9) Break local bottlenecks in building materials.

(10) Establish centralized information centers to refer veterans to available housing.

(11) Assist in arrangements for adequate transportation and services for new developments.

(12) Help prepare land and facilities to accomodate new dwellings.

In many instances States will find it necessary to adopt legislation which will expedite the Veterans' Emergency Housing Program.

LEGISLATION REQUIRED

Existing laws do not provide sufficient authority to enable us to achieve the objectives of this program. The prompt passage of additional legislation is imperative.

We must have legislation promptly which will:

1. Provide funds for premium payments to secure increases in production of conventional and new types of building

materials. Authorizations of $600 million are needed for the purpose.

2. Make funds available to the extent necessary to stimulate technical research into new construction methods and materials by private research groups and to absorb certain developmental costs involved in devising new materials or new methods.

3. Permit the rapid tax amortization of new plant facilities which produce new materials or manufactured homes.

4. Permit the construction of additional rental units and low-cost homes through insured mortgages up to 90% of value and recognizing the necessary current costs.

5. Extend to December 31, 1947, the authority for priorities and allocations.

In addition to these measures which are needed to increase and accelerate the construction of permanent housing, legislation is needed which will:

a. Provide 100,000 additional temporary housing units required to meet the most urgent needs for veterans' housing in cities and in colleges. This additional housing should be provided through the re-use of surplus Army and Navy barracks and other temporary housing. The relocation and conversion of these structures to dwellings requires a minimum of new materials. An additional appropriation of $250,000,000 is needed for this purpose.

b. Stop inflation in the prices of homes through price control on housing and housing sites. While production is the long-range solution for inflation, we should protect the veteran against excessive prices if he buys a home now.

c. Extend the necessary financing and other aids provided in S. 1592 (The Wagner-Ellender-Taft-Bill), to make decent homes available for families of all incomes within their means. This would include the expansion of sound government insurance of mortgage loans to encourage housing for families of moderate income and necessary aid for the expansion of the housing program for families of low incomes.

The permanent housing legislation recommended in your recent message on the State of the Union is essential to achieve emergency housing objectives, while at the same time it launches the comprehensive action required to meet our basic housing problem.

Mr. President, you asked me to prepare a bold and realistic plan to meet the pressing housing needs of our veterans.

This is that kind of plan. It is attainable.

This is a plan to meet an emergency which has grown out of the war just as surely as did our need for 50,000 aircraft in 1942. I believe that Americans will face this task in the same spirit in which they faced the fighting part of the war. I believe that the veterans will get their homes.

WILSON W. WYATT
Housing Expediter

NATIONAL HOUSING AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE ADMINISTRATOR

April 18, 1946

RECEIVED
APR 22 1946
Southern Regional Council

Mr. Guy B. Johnson
Executive Director
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Johnson:

We greatly appreciate your compliment on the report of the Citizen-Government Conference and hope you will be able to be represented at the next one.

As requested, we are sending you under separate cover, all of the publications listed in the circular letter of March 30 and are including six copies each of "Housing Facts" and "Low Rent Housing".

I am also sending the testimony of Mr. Wyatt before the Senate Banking and Currency Committee on the Patman Bill, as it contains facts on all aspects of the program which may be of interest to you.

With best wishes,

Sincerely yours,

Florence D. Stewart

Florence D. Stewart
Community Relations Adviser

April 16, 1946

Miss Florence D. Stewart
Community Relations Adviser
National Housing Agency
Washington 25, D. C.

Dear Miss Stewart:

We recently received the summary of the discussions which took place at the Citizen-Government Conference on the Housing emergency. Thank you for this splendid report.

We are glad to hear that Mr. Wyatt is planning to hold another conference, and we hope that the Southern Regional Council can be represented at the next conference. Unfortunately, all of our staff members were otherwise engaged and none of us could attend the February meeting.

We would like very much to have copies of all new publications listed in your memorandum of March 30. If possible, we would like to have several copies of Housing Facts, and Low Rent Housing.

Cordially yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT

NATIONAL HOUSING AGENCY

WASHINGTON 25, D. C.

RECEIVED APR 1 1946 Southern Regional Council

FOR VICTORY BUY UNITED STATES WAR BONDS AND STAMPS

OFFICE OF THE ADMINISTRATOR

March 30, 1946

To: National Organizations Interested in Housing

Citizen-Government Conference. Enclosed is a brief summary of the discussions at the Citizen-Government Conference on the veterans' housing emergency which was called by the National Housing Agency in February. Whether or not you were able to attend, we hope you will go over this and let us have your comments and suggestions on the program. I will see that any such suggestions are brought to the attention of the proper officials in the Agency. If you would like a few extra copies of this summary for use in your organization, we could let you have some on request.

Mr. Wyatt has asked me to tell you that the advice and suggestions made at the Citizen-Government Conference held in February were so helpful that we shall arrange another on new aspects of the program sometime in the near future. If you have any suggestions as to the duration of the conference and topics that should be covered, I hope you will let me hear from you promptly.

New Publications. The National Housing Agency has issued recently the following pamphlets which are available to national organizations on request:

Housing After World War I. Will History Repeat Itself? Review of the housing experience in the first four years after World War I for the purpose of contributing "toward an understanding of some of the housing problems likely to confront us in the next few months and years".

Housing Facts. Chart-pamphlet which contains facts, figures and findings on housing problems, existing supply and needs in relation to income groups, consumer expenditures and the municipal economy.

Land Assembly for Urban Redevelopment. Economic study of Urban Redevelopment. Contains information on objectives, elements of finance, kind and extent of public aid, scope and ultimate cost, and its place in a community plan.

Low-Rent Housing. Folder-pamphlet explaining why and how the public low-rent housing program is carried out, with emphasis on local housing authority requirements.

Public Housing - The Work of the Federal Public Housing Authority. A comprehensive, illustrated review of the various activities of the Federal Public Housing Authority during and following the war.

Reference and Source Material. A compilation of basic material in three parts: I. Housing and housing needs; II. Economic and social cost of good and bad housing; III. Who pays for public housing.

Sincerely yours,

Florence D. Stewart

Florence D. Stewart
Community Relations Adviser

NH 67063

NATIONAL HOUSING AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE ADMINISTRATOR

March 30, 1946

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Sincerely yours,

Florence D. Stewart

Florence D. Stewart
Community Relations Adviser

NH 67063

NATIONAL HOUSING AGENCY

A Report on the

Citizen-Government Conference on the Housing Emergency*

February, 1946

The Nation's serious housing emergency prompted the Administrator of the National Housing Agency to call a Citizen-Government Conference in Washington, D. C., on February 7 and 8. The purpose was to bring together representatives of national citizen groups to get their advice on housing policies and procedures and to discuss how their organizations could help get the homes so critically needed by veterans and their families.

The Veterans Emergency Housing Program was approved by the President in time for its consideration by the Conference on Friday afternoon. The program was read by Wilson W. Wyatt, Housing Expediter and Administrator of the National Housing Agency, who explained the necessity for various emergency provisions in the program to cope with the severity of the housing shortage. He asked for the group's frank comment and advice, and emphasized the dependence for the program's success upon the action of such local groups as their affiliates working with Mayors' Emergency Housing Committees.

Following are highlighted the problems, programs and discussions which were emphasized at the two-day meeting.

Conference Attendance

In attendance were representatives of veteran, labor, civic, welfare, religious, educational, minority, women's, youth-serving and men's service organizations. Organizations represented are listed at the end of this report.

Among government representatives were the former and present administrators and the assistant administrators of the National Housing Agency; the commissioners of NHA's three constituent units:** The Federal Housing Administration, the Federal Home Loan Bank Administration, and the Federal Public Housing

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* In December, 1945, the National Housing Agency arranged a two-day industry-government conference on housing production, attended by builders, real estate operators, materials producers and others concerned with housing production.

**The FHA insures mortgages to encourage residential construction; the Federal Home Loan Bank Administration provides credit reserves to encourage home financing; and the Federal Public Housing Authority, by a system of loans and grants to local housing authorities, makes possible public, low-rent housing for families of low income. These agencies are the three operating units of the National Housing Agency.

Authority; the assistant to the administrator of the Office of Price Administration; and the administrator of the Civilian Production Administration.

Housing Need

The extent of the emergency need was pointed up by figures showing that more than 3,000,000 new homes are necessary by the end of 1947 just to stay even -- just to keep the present situation from getting worse. This number does not take into account the 1,200,000 families now living doubled up with other families, nor the 10½ million substandard dwellings in the country, nor the replacement of temporary war housing that must be used to help meet the emergency need, but which must eventually be replaced.

Emergency Housing Program

The Veterans Emergency Housing Program calls for the production of 2,700,000 homes by the end of 1947. The program was prepared, Mr. Wyatt explained, not in an attempt to meet the need, but to provide for the greatest possible number of housing units that can be built.

The size of the job is indicated by the fact that the previous all-time high for new residential construction was in 1925 when a total of 937,000 homes were built. To triple this production in the next two years will require teamwork, a determination to do the job and a decision to work together. Neither "business-as-usual, labor-as-usual, nor government-as-usual will suffice," Administrator Wyatt said. He emphasized that assistance and cooperation of local communities, industry, labor, citizen organizations and all other segments of the population is vital, but said he was firmly convinced that bold federal action also is necessary to put our veterans and their families under roof.

The Job for the Federal Government

Mr. Wyatt enumerated the responsibilities that the Federal Government must assume if the emergency housing program is to succeed:

To break the No. 1 bottleneck in housing today, the shortage of materials, the Government must pay premiums, where necessary, for increased production of the most-needed materials. This measure Mr. Wyatt termed the heart of the whole emergency program.

In effect, premium payments are simply incentive payments to encourage production above existing levels. They would be paid only on expanded production, not on current output which is carried on at a profit. Moreover, the use of premium payments would be undertaken only in carefully selected cases. They would be used in cases where production costs rise as the result of overtime payments or the addition of an extra working shift and in cases where manufacturing facilities are added. They would be used to encourage the small producer to increase his output and to bring marginal producers into the picture. In other words, because of the emergency, the Government would undertake to assume abnormal risks in getting expanded production

without increasing the cost of the end product -- the home for a veteran.

However, the Government will not rely on premium payments alone to encourage expanded production. In addition, the emergency program calls for: Federal assistance in priorities for materials or financing for needed expansion in plant capacity or facilities; halting non-essential and deferrable construction; guaranteed markets for manufacturers; wage and price adjustments where necessary and not inflationary; and government absorption of undue risks in developmental work on new-type materials.

To assure the construction of homes at prices veterans can afford, the emergency program calls, among other things, for:

Channeling the largest part of materials into housing selling for not more than $6,000 or renting for not more than $50 a month.

Insured mortgages on low-cost homes up to 90 percent of value and based on necessary current costs.

Stimulating the rapid expansion of factory fabrication of materials and parts, as well as complete low-cost homes, by making materials available and guaranteeing the market for the product.

Early adoption of the General Housing Bill (S. 1592), to provide for the immediate construction of housing for middle and low-income families whose needs are greatest.

To assure the veteran of getting his money's worth: The Government, in addition to many measures already listed and provided for elsewhere in the program, must continue its efforts to curb inflation.

In addition to ceiling prices on new homes and building lots, Mr. Wyatt said the Government must establish ceilings on resale prices of existing homes to prevent further speculation and the inevitable spiraling of prices. This does not mean that someone -- a Government agent or anyone else -- arbitrarily fixes a sales price for homes. Homes can be sold for whatever price they will bring on the open market. Once a house has been sold, however, the selling price becomes the ceiling for the duration of the emergency. Since most people buy a home for lifetime use, the restriction would have no effect whatsoever on them. The restriction would merely prevent speculators from buying homes for resale at a profit to veterans.

In addition, the emergency program calls for continued rent controls and more effective price control on building materials.

The Federal Government must also take steps to triple the residential labor force, to aid where necessary in the development of home sites, and to assure preference for veterans for all available housing, with provisions for other hardship cases.

The Two-Barreled Attack

Major federal legislation needed to carry out the program is contained in two bills now before the Congress: the Patman bill, (H.R. 4761), with amendments to provide for premium payments and ceilings on the resale of existing homes, and the Wagner-Ellender-Taft General Housing Bill (S. 1592).

Administrator Wyatt pointed out that adoption of the latter bill is an important part of the emergency program. He explained that the two-year emergency program is necessary to bring quick relief by taking care of the growing demand, but that the basic program is necessary to attack the causes of the housing shortage and get us started on the 15-year backlog of housing need.

Moreover, he said, "The quicker we can get started on the comprehensive attack on housing needs contemplated in that bill, the quicker we can move out of the period when emergency measures are essential in order to get our veterans and their families under roof."

He also pointed out that one program will support the other. Many of the provisions of the General Housing Bill should bring a prompt stimulus to housing production in the lower price and rent ranges where the emergency need is greatest. On the other hand, by speeding up the production of building materials, mobilizing the productive capacity of the building industry, and in other ways, the emergency program will aid in reaching the ultimate goal of good homes in good neighborhoods for all American families.

The Job for Mayors' Emergency Housing Committees

"No program of this magnitude can be directed from Washington alone," Mr. Wyatt said. "We are going to need the advice and active participation of courageous community leaders in cities and towns throughout the country". He pointed out that the National Housing Agency has urged Mayors to establish representative housing committees in communities where they do not already exist.

Conference representatives emphasized that the mayors' committees can best serve local needs only if they include representatives of all community interests -- local government, including the local housing authority, veterans, labor, building materials producers, real estate, financing institutions, and commercial, religious, educational, civic, minority, welfare, and women's organizations.

The specific responsibilities of these committees will be many and varied. They will see that centralized information centers are set up to refer veterans to available housing. They will stimulate home-sharing programs for veterans and seek veterans' preference for existing houses that are offered for sale or rent. They will spur attempts to provide additional dwelling units through conversions, and make efforts to speed up building permits and building inspection machinery.

The active help of the local committees also will be needed in such specific problems as breaking materials bottlenecks, discouraging black market operations, recruiting and training labor, and preparing land and facilities both for new dwellings and for temporary war housing that may be moved in for emergency use.

Out-moded building codes were stressed as one of the big problems that would require attention of the local committees. It was suggested that the committees could aid their mayors in setting up adequate machinery to have codes modernized to permit the use of new materials and construction methods. It was stressed, however, that, in removing unnecessary restrictions, care should be taken to preserve community and consumer protections built up so painfully through the years.

Organization representatives also suggested that mayors' emergency committees take on the function, where possible, of establishing consumer advisory services to provide unbiased and informed advice on purchases. It was pointed out that purchasers can get information of this type through the appraisal services that the Federal Housing Administration offers. To get this service, a prospective purchaser applies at a bank or other lending institution for an FHA-insured loan and requests an appraisal. If he finds the asking price is out of line with the appraiser's estimate of value, he pays a $10 fee and has no further obligation.

The Job for Local Chapters of National Organizations

Organization representatives at the conference, in discussing how their local affiliates could be most effective in their own communities, mentioned the following:

Their willingness to serve on mayors' emergency housing committees and actively represent the interests of veterans and the community as a whole, would be one of the most direct and essential contributions they could make.

Since it is impossible for all citizen organizations to have representatives on the committees, it was suggested that local chapters not so represented aid the committees through active programs of their own.

It was felt that the problems, efforts and goals will be much the same for other organizations as for the emergency committees. The share-your-home programs, the central housing information service, the efforts to control rents and halt black market operations -- these and many other efforts will require direct attention of all local organizations.

Local organizations can be particularly helpful in bringing about public understanding of the problems and objectives of the housing program, especially in meeting the needs of low-income families.

The problems that their local chapters would want to emphasize were pointed out by Conference representatives:

It was repeatedly urged that citizen or public interest organizations -- as members of emergency committees or through other channels of action -- take special responsibility for assuring quality as well as quantity of new homes. It was also urged that they assure, so far as practicable, the development of new housing with due regard to the community as a whole, in neighborhoods served by shopping centers, transportation, schools, recreation, religious and other essential facilities.

The lack of living area available to Negroes was emphasized as another part of the community pattern needing the serious and active attention of local organizations. Several representatives expressed concern over the effect such a situation might have in providing new housing so critically needed by Negroes. They pointed out that citizen organizations can attack the problem of housing for minority groups only by attacking the basic problem of limited space and by supporting measures for expansion. Attention was called to the fact that the Underwriters Manual of the Federal Housing Administration recognized use of racial restrictive covenants. The FHA commissioner, who was present, said that the Manual had been completely rewritten to eliminate racial restrictive requirements and will soon be in the field.

It was pointed out that provisions in the Veterans Emergency Housing Program for the use of new construction materials and methods might encounter consumer resistance, and that an educational program sponsored by local organizations would be helpful in overcoming prejudices against the "new".

A Need for New Pattern of Action

To mobilize their forces for this emergency, representatives at the Conference referred time and again to the need for new patterns of community organization for housing. It was pointed out that the distribution of pamphlets alone could not be counted on as a method of coping with the housing job that faces communities today, but that face-to-face contacts, discussion meetings. and above all, direct and continuous participation of citizens in active programs would be required to meet the challenge.

Organizations Represented

American Association of Social Workers
American Association of University Women
American Council on Education
American Council on Race Relations
American Federation of Labor
American Federation of Women's Auxiliaries of Labor
American Home Economics Association
American Junior Red Cross

American Legion
American Library Association
American Municipal Association
American Planning and Civic Association
American Public Welfare Association
American Red Cross
American Veterans of World War II
B'nai B'rith
B'nai B'rith Women's Supreme Council
Brotherhood of Maintenance of Way Employees
Child Welfare Information Service
Civic Education Service
Committee on the Hygiene of Housing, American Public Health Association
Common Council for American Unity
Congress of Industrial Organizations
Consumer Clearing House
Consumers Union
Disabled American Veterans
Family Welfare Association of America
General Federation of Women's Clubs
League of Women Shoppers
Lions International
National Association for the Advancement of Colored People
National Association of Rural Housing
National Board of Young Women's Christian Associations of the U. S. A.
National Catholic Community Service
National Catholic Welfare Conference (Social Action Department)
National Committee on Housing
National Conference of Catholic Charities
National Congress of Parents and Teachers
National Council of Catholic Women
National Council of Housing Associations:
    Better Housing Association, Inc. (Rochester, New York)
    Citizens Council for Community Planning (D. C.)
    Citizens Council on Housing & Community Planning of St. Louis
    Citizens Housing and Planning Council of Detroit
    Citizens Planning and Housing Association of Baltimore
    Committee on Housing, Community Service Society of New York
    Housing Association of Metropolitan Boston
    Washington Housing Association
National Council of Jewish Women
National Council of Young Men's Christian Associations of the U. S. A.
National Education Association
National Federation of Settlements
National Institute of Municipal Law Officers
National Jewish Welfare Board
National League of Women Voters
National Planning Association
National Public Housing Conference
National Recreation Association

National Social Welfare Assembly
National Travelers Aid Association
National Tuberculosis Association
National Urban League
National Women's Trade Union League of America
Rotary International
United Council of Church Women
United Service Organizations
Veterans Committee for Action on Housing (New York City)
Veterans of Foreign Wars

Prepared By:

Information Service
National Housing Agency
Washington 25, D. C.

NH 66937

April 24, 1946

Mr. Lee F. Johnson
Housing Legislation Information Service
1015 Fifteenth Street, N. W.
Washington 5, D. C.

Dear Mr. Johnson:

Please forgive this unavoidable delay in my reply to your letter of March 25 concerning the Housing Legislation Information Service.

This service is a very valuable one and I wish that we could subscribe to it, but our budget for subscriptions is so small that we are obliged to concentrate upon sources which give us a wider coverage of social legislation.

Cordially yours,

GUY B. JOHNSON
Executive Director

GBJ:IBT

HOUSING LEGISLATION INFORMATION SERVICE
1015 FIFTEENTH STREET, N. W.
WASHINGTON 5, D. C.

LEGISLATIVE NEWSLETTER NO. 7

March 26, 1946

After President Truman dramatically summarized the housing problem in his Jackson Day dinner speech, Washington is hopeful that consideration of both the Wagner-Ellender-Taft and Patman bills will be speeded up. The President's attack on the NAREB-Producers' Council lobby brought to the attention of the general public the forces which must be fought in order to solve both the emergency housing shortage and the long-range problems. The effectiveness of the maneuvers of the private-interest lobby was demonstrated in what happened to the Patman bill in the House. It is a good guess that the Senate Banking and Currency Committee may restore the amendment on premium payments, but it is doubtful that the price ceiling amendment for existing houses will be put back in. Some sources doubt that any amendments will be restored by the Committee; that it will simply give a favorable report on the emasculated version of H. R. 4761, which was sent to it by the House, and let any action for restoration of amendments come from the floor of the Senate.

This action will not be taken automatically. The Congress must hear so that it can understan what public sentiment really is.

COMMITTEE REPORT ON S. 1592

The report of the Senate Banking and Currency Committee on S. 1592 has been expected daily, but at this writing the full Committee has not met. Predictions are that the warranty provision will be cut, and changes made in the lapsed payment provision which will leave it discretionary rather than mandatory. Look for the inclusion of a prevailing wage provision. Also to be expected is a new section on mutual ownership projects, providing a 1% advanced loan. Senate discussion on the bill may follow consideration of the wage bill. When it will reach the House is anybody's guess.

COMMITTEE HEARINGS ON PATMAN BILL

Hearings before the Senate Banking and Currency Subcommittee began Tuesday, March 26. The Committee hopes largely to dispense with personal appearances in order to speed up consideration of the bill. A few persons, including Mr. Wyatt, the Housing Expediter, have been asked to appear. Written statements submitted by the friends of the bill seem all that is necessary in support of the favorable report which is expected from the Committee. In view of the fact that the March 4 issue of "Headlines" gives the NAREB credit for shaping congressional opinion in the House of Representatives on the Patman bill, immediate steps must be taken to prevent their being in a position to make similar boasts about the vote in the Senate.

LETTER OF THANKS

In order that the friends of housing might know that their work is appreciated, letters were dispatched to all Congressmen who voted in behalf of the retention of the amendment for price controls on existing housing, commending them for record votes. Many of the 134 Congressmen replied committing themselves to continuing the fight for premium payments and ceilings on existing housing. Congressman Rabaut, D., of Michigan, introduced the letter into the Congressional Record of March 20, listing the 17 organizations which had joined in saying "thank you".

VETERANS GROUPS

Beginning to wakeup to the need for concentrated effort by their memberships, the veterans organizations have started active work on behalf of the passage of H. R. 4761 and S. 1592. Since the primary concern of the veteran is an immediate answer to his housing problem, group efforts are directed largely toward the passage of the Patman bill, but far-sighted officials of some of the organizations realize the necessity for the longer-range program embodied in the Wagner-Ellender-Taft bill, and are working actively in its behalf.

The NAREB is organizing a "veterans committee". All realtors have been asked to submit to the NAREB headquarters the names of employees and associates who served in the armed forces, in order that such individuals may be entered as members of the committee. This activity will be watched with interest.

EMERGENCY COMMITTEES ON HOUSING

Agreeing that the local housing authorities are vital to the solution of local housing problems, Wilson Wyatt has stated that full use will be recommended of the personnel and knowledge of the authorities in the formation of local emergency housing committees. It is not unlikely that the Chairman of the LHA will be suggested to act as chairman of the emergency housing committee, assuring that the major point of view will be in the public's interest.

##########

HOUSING LEGISLATION INFORMATION SERVICE
1015 Fifteenth Street, N. W.
Washington 5, D. C.

TELEPHONE—NATIONAL 9770

March 25, 1946

Mr. Guy B. Johnson, Executive Director,
Southern Regional Council,
63 Auburn Avenue, N. E., Room 432,
Atlanta 3, Georgia.

RECEIVED
MAR 28 1946
Southern Regional Council

Dear Mr. Johnson:

You may know generally of the activities of the Housing Legislation Information Service. A group of more than thirty national public interest organizations are cooperating informally to help secure the passage of basic housing legislation which will insure decent housing for people in the middle and lower income groups.

In an attempt to analyze housing legislation, and to relate temporary measures to basic legislation, we issue periodically a legislative newsletter which points up activities of those interested in public housing, both pro and con. In addition, we send out such other informational material and copies of testimony, brief analyses of bills, pamphlets and other carefully selected documents. This educational material helps the recipient to relate the many housing bills, one to the other, to obtain a clear perspective on the emergency and/or basic nature of proposed measures, and to evaluate the effectiveness of and need for each bill.

Realizing that there are many organizations which cannot, for one reason or another, cooperate actively with the Housing Legislation Information Service, but which are interested in such activities, we have inaugurated a subscription service. Under this plan, the legislative newsletter and all other informational material will be made available to those public interest organizations which care to subscribe a minimum of ten dollars for this service.

As a member of an organization which is known to have an interest in the public welfare you are being approached, as a potential user of the subscription service. The enactment of a general housing bill such as that sponsored by Senators Wagner, Ellender, and Taft (S. 1592), is our goal. A nation-wide housing program, incorporating provisions to secure decent homes for all, must be a part of your goal. If you are interested in learning the current status of housing legislation, and wish to help integrate stop-gap measures to a basic long-term national program, we shall be glad to supply you with information.

A copy of an issue of the newsletter is enclosed for your information.

Very sincerely yours,

Lee F. Johnson

Lee F. Johnson, for
Housing Legislation Information Service

Enc.

CHAIRMAN, Rt. Rev. Msgr. John O'Grady

~~SECRETARY, Philip H. Hill~~

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Walter White
Mrs. Elizabeth Wickenden
Dr. C. E. A. Winslow

COPY

PRISONERS' AID SOCIETY, INC.

Headquarters
720 Crew St., S.W. Main 1235
ATLANTA, GEORGIA

September 14, 1946

WHAT AM I TO DO? CAN YOU OFFER ANY HELP?

I am a disabled War Veteran of this war. 48yrs of age. Father of seven children; One in Sub. duty with five years service, another daughter working, Two daughters in High School and three children (1 girl and two boys) in Grade school.
I am a man with a monthly income of about $200.00 a month. Besides six children at home and my wife and self, I have the responsibility of my wifes mother. making a total of nine in all.

The house which I have rented for the past ten years is sold (to niggers) I shall have to move. There are no homes to rent for any money. I would like to buy a G.I. home. Big enough for family, where I can raise chickens, rabbits and have a garden to produce a greater part of our food. Part of my diet for Cronic Arthritis is plenty of milk. I would like to have a cow.

I have looked at suburban places till I am almost crazy. Prices are such that one cannot get them approved for a G.I. Loan. I would almost be willing to go back to the Pacific Islands to find a home or place to live. I have given my name to over twenty real estate firms with no results. Wife says place must be modern and be within walking distance of transportation so that working daughter and herself (who works) can get to and from work.

WHAT AM I TO DO? CAN YOU HELP ME?

I am desperate

(Signed) REV. H. C. COOLEY.

Rev. and Mrs. H.C. Cooley
Founders and Directors

Our Aim:--God's Word in Every Penal Institution

TELEPHONE CALLS
Rev. H.C. Cooley, Director
Res. MAin 1235

Mrs. Wm.T. McGann
Executive Secretary

PRISONERS' AID SOCIETY, INC.
Organized 1929
Incorporated 1943

Mrs. Wm.T.McGann, Secretar
Res. CHerokee 5956

Mrs. Bess A. Love
Field Secretary

Non-Denominational in Effort

Headquarters
720 Crew St., S.W. Main 1235
ATLANTA, GEORGIA

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RECOGNIZED AND APPROVED BY: State Prison Commissions, Clergymen, Private and Public Civic Organizations. A member of National Conference of Juvenile Delinquency, U.S. Prison Association and many others.

September 19, 1946

Mr. E. Grenas, Foreign Representative
Banco de Fomento de la Habitacion, S. A.
Venustiano Carranza 21
Mexico D. F., a, Mexico

Dear Mr. Grenas:

We wish to acknowledge receipt of a letter from Mr. Adolfo Zamora requesting information on housing.

I regret to say that the Southern Regional Council has not made any special studies of the problem of housing. We function as a coordinating and informational agency in this respect. We hope, in the future, to be able to undertake a scientific study of housing in the southern region.

Under separate cover we are sending several publications of other agencies and one of our own publications entitled, The South - America's Opportunity Number One, which contains an article on housing. I hope that these will be of use to you, and I suggest that you will find it worthwhile to write to the organization which published the material.

Cordially yours,

GUY B. JOHNSON,
Executive Director

GBJ:MJ

Send publications mentioned above.

E.S.V.
9/19/46

Banco de Fomento de la Habitación, S. A.

Venustiano Carranza 21 México, D.F., a

Dirección Cablegráfica
Banhabitación

September 11, 1946

Referencia:

RECEIVED
SEP 16 1946
Southern Regional Council

Southern Regional Council, Inc.
63 Auburn Avenue, NE
Atlanta 3, Georgia

Gentlemen:

The Banco de Fomento de la Habitación, S. A., has been organized as an official credit institution to assume, finance, execute and manage the various Government housing projects.

We operate on the premise that the mere construction of up-to-date dwellings is not enough to attain real social and material betterment, and that all housing units must receive the close cooperation of the Departments of Sanitation and Education in order to give full State assistance to the family and to the youth.

We will be indebted if you will favor us with your findings as to:

a) Best type of housing unit.

b) Best type of individual dwelling and/or apartment.

c) Best type of communal service to be given.

d) What assistance have you obtained from the Departments of Sanitation, Education, and other social agencies.

e) Approximate cost per housing unit and number of dwellings per unit, with area for recreation and sports, density recommended.

f) Lowest possible cost per dwelling.

g) Possible financial recovery of principal invested through sales, rentals, or subsidies.

h) Social problems which you have confronted with your tenants.

Any other information and recommendations which you may care to give us.

Please address your correspondance to our Mr. E. Greñas, Foreign Representative.

Thanking you for this valuable cooperation, we remain,

Very truly yours,

BANCO DE FOMENTO DE LA HABITACION, S.A.

A. Zamora

Adolfo Zamora
Managing Director

Dr Trigg

December 16, 1946

MEMORANDUM FOR FILE

CC: Dr. Trigg & Mrs. Tilly

Re: Housing Tension

On Wednesday, December 11, Mr. C. L. Harper called me about twelve o'clock and said that a colored family was about to move in a house which they had rented at 348 Ashby St., S.W. Police protection had been promised but he was not sure how much it would amount to. He suggested that it would be a good idea to try to get some white church women to get to the above address as soon as possible so that they could observe and lend some moral support if necessary.

I called Mrs. W. B. Sudderth, Mrs. Edward Mackay, and Mrs. F. P. Drake. The first two were just leaving for other engagements which they could not break and Mrs. Drake was temporarily without her car but promised to get to Ashby Street as soon as she could get her car back from the shop.

As soon as I was free from a luncheon engagement I drove out to Ashby Street and went by 348 several times. The house was apparently still vacant and no one was around. Later in the afternoon Mrs. ~~Trigg~~ Drake reported that she and a friend had gone out about two o'clock and had spend about an hour and a half in the neighborhood. Several people stopped in front of 348 and talked, and one white man took down the license number of Mrs. ~~Trigg's~~ Drake's car.

Mr. Harper informed me later that the move was attempted soon after he first called me and before any of us got to Ashby Street. Mrs. Lucas, the Negro woman who had rented the house, had a delivery truck to bring some furniture which she had purchased. A small crowd, including one policeman and Mr. Wallace, the white man who has been active in trying to keep Negroes from occupying homes they have bought or rented in that area, had collected.

Mr. Harper said that the policeman simply said that he didn't want any trouble, and that he was leaving Mr. Wallace in charge. The policeman went away and Mr. Wallace urged the woman not to move in. She was sufficiently frightened to postpone her moving and she sent the delivery truck away.

We should get in touch with Mrs. Lucas and find out her story and whether she has moved in or not. She has been living at 961 McDaniel Avenue, phone Ja. 3119. Will Mrs. Tilly please look into this matter? Wouldn't it be a good idea to get several women, such as Mrs. Chester Martin, Mrs. Sudderth, Mrs. Mackay, and Mrs. Drake, to meet Mrs. Lucas up here sometime soon?

Guy B. Johnson

Dis 2199

December 16, 1946

MEMORANDUM FOR FILE

CC: Dr. Trigg & Mrs. Tilly

Re: Race Disturbance at Murphreesboro, Tenn.,
December 16, 1946.

Bill Howland of the Atlanta Office of Life and Time called me at 2.30 P.M. today and reported the following trouble at Murphreesboro:

> A Negro became angry over something and shot two local officers. He then barricaded himself in a building but was taken alive by officers, who immediately got him out of town.

A few minutes later Howland called again to say that the Negro wounded six people but none were killed. He said that the State Patrol moved in quickly and took the Negro away for safekeeping.

An Asheville Banner man got pictures and a report. We shall try to get a copy of the Banner for tomorrow, December 17. Howland will let us know if he gets any additional news. We shall get someone at Murphreesboro to give us additional facts about this case.

Guy B. Johnson

January 8, 1947

Mr. Frank Gervasi
Collier's Weekly
601 Thirteenth St.
Washington, D. C.

Dear Frank:

I have been trying to pick up some extra copies of Collier's containing your splendid article on housing in the South. It must have been a very popular issue, because all of the newsstands sold out before I could get any extras. Would it be possible for you to send us several tear sheets or copies of that issue? If there is any charge, let me know.

All good wishes,

Cordially yours,

Guy B. Johnson
Executive Director

GBJ:rr

Housing

UNITED STATES DEPARTMENT OF AGRICULTURE

FARMERS HOME ADMINISTRATION

WASHINGTON 25, D. C.

Miss Helen Bridgeman
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, NE
Atlanta 3, Georgia

OCT 24 1947

Dear Miss Bridgeman:

This is a much-delayed answer to your letter of September 4, requesting any material available on the work of the Farmers Home Administration in the housing field. Our only justification for the delay is that our chief engineer who normally handles such matters has been on an extended field trip, and we desired his suggestions as to material which might be most helpful to you.

The attached article covers, we believe, the present work of the Farmers Home Administration in the field of housing, and gives briefly some of the activities of our predecessor agencies. We are also attaching a report covering some experimental work performed by the Farm Security Administration in one of its regional offices. As you know, the FSA was merged with the Emergency Crop and Feed Loan Division of Farm Credit to form the present Farmers Home Administration.

We have made a number of housing surveys to determine the need, but we have no material available on any such surveys made more recently than 1940. The more recent work was done as one of the members of the Interbureau Committee, whose reports you have probably seen. We are attaching a copy of the latter in the event that you have not received it and can use the material.

Thank you for giving us this opportunity to be of assistance. If we can be of further service, please call on us.

Sincerely yours,

Harold E. Christie

Harold E. Christie, Acting
Chief of Information

Enclosures

Housing

UNITED STATES
DEPARTMENT OF COMMERCE
FIELD SERVICE

ATLANTA REGIONAL OFFICE:
P. O. BOX 1595
418 ATLANTA NATIONAL BUILDING
50 WHITEHALL STREET, SW.
ATLANTA 1, GEORGIA

October 16, 1947

Miss Helen Bridgman
Southern Regional Council, Inc.
Wesley Memorial Building
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Miss Bridgman:

With reference to your recent inquiry regarding the breakdown of the information in the 1940 Census of Housing, we sent your problem to the Bureau of the Census in Washington. Their reply has now been received and states:

> "It would require a special compilation from office sheets to obtain data on average value and average monthly rent for white households separately. It would be quite expensive to prepare data of this kind for 16 states by counties, but if your inquirer wishes us to do so we shall be glad to furnish an estimate of the cost of the work. We would also need to know the 16 states to be covered.
>
> An approximation of the value of tenant-occupied rural-farm homes can be obtained by multiplying the monthly rent by 100."

Please advise us if you wish to follow up the matter as outlined in their letter.

Very truly yours,

C. Parker Persons
Regional Director

By: Russell H. Stokes

R. H. Stokes
Business Specialist

rhs/nrm

HOUSING AND HOME FINANCE AGENCY

PUBLIC HOUSING ADMINISTRATION

~~NATIONAL HOUSING AGENCY~~

~~FEDERAL PUBLIC HOUSING AUTHORITY~~

WASHINGTON

Housing

September 18, 1947

Miss Helen Bridgman
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Miss Bridgman:

This is in reply to your recent request for information on housing standards.

Our published material on this subject does not deal specifically with standards and criteria on a state-wide basis, but rather with the entire field of public low-rent housing. However, the methods and techniques used in this field are based on results obtained in actual community developments in all sections of the country.

The Committee on the Hygiene of Housing of the American Public Health Association has issued "An Appraisal Method for Measuring the Quality of Housing". No doubt this publication would be useful to you in your work. Mr. Allen Twichell is Technical Secretary for the Association. His address is: 321 Congress Avenue, New Haven 11, Connecticut.

If you have not already done so, may I suggest that you also communicate with the National Association of Housing Officials, 1313 East 60th Street, Chicago 37, Illinois, for any assistance it may give you. Mr. Robert Sipprell is Executive Director.

You may also wish to contact the Racial Relations Advisers of the Federal Housing Administration for information on your subject as it relates to housing for Negroes. They are Mr. Maceo Smith, 2011 N. Washington Street, Dallas, Texas, and Mr. Albert L. Thompson, 250 Auburn Avenue, Atlanta, Georgia. They are concerned with Zone 2 of the FHA, which covers most of the southern states.

Last year "Collier's Magazine" ran a series of articles on housing. One in particular was titled "Housing - Dixie's Dilemma", by Frank Gervasi. This was published in the November 30 issue. There may have been others of interest to you.

FOR VICTORY BUY UNITED STATES WAR BONDS AND STAMPS

The enclosed publications and bibliographies may prove useful to you in your survey. In addition, the volume "Public Housing Design", published last year by this Agency, summarizes a decade's experience in the design and construction of low-rent housing developments. Unfortunately, this is not available for free distribution, but may be purchased for $1.25 from the Superintendent of Documents, United States Government Printing Office, Washington 25, D.C. You may be able to borrow a copy from the library of our Regional Office in Atlanta, Ga. Mr. John Broome is the Regional Director. His address is: Georgia Savings Bank Building, Peachtree and Broad Streets, Atlanta 3, Georgia.

Mr. Broome's office will also be glad to cooperate with you in providing information on public housing and housing needs in those states under his jurisdiction.

Please call upon us if we can serve you further. We would appreciate receiving a copy of your study when published.

Sincerely,

Charles M. Smith

Charles M. Smith, Director
Information Division, PHA

Enclosures

OFFICERS
PRESIDENT
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Executive Director, Housing Authority of the City of Houston
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HOWARD L. HOLTZENDORFF
Executive Director, Housing Authority of the City of Los Angeles
ROBERT LEALAND HUNTER
Secretary and Executive Director, Housing Authority of the City of Fort Worth
JOHN A. KERVICK
Director, Region II, Federal Public Housing Authority
PHILIP M. KLUTZNICK
Consultant, Office of the Administrator, National Housing Agency; President, American Community Builders, Inc.
HUGH R. POMEROY
Consultant, Federal Public Housing Authority; Director, Department of Planning, Westchester County, New York
JOHN I. ROBINSON
Chairman, Springfield Housing Authority, Massachusetts
GEORGE E. STEPHAN
Executive Director, Housing Authorities of the City of Paso Robles and the County of San Luis Obispo, Paso Robles, California
ROBERT R. TAYLOR
Chairman, Chicago Housing Authority
MAXWELL H. TRETTER
Executive Director, New York City Housing Authority
KELSEY VOLNER
Manager of Site Properties, New York City Housing Authority
BOARD MEMBERS EX-OFFICIIS
The Officers
The Immediate Past President,
FRANK B. WENRICH
Former Executive Director, Housing Authority of the City of Newark
The Administrator of the National Housing Agency and the Commissioners of the NHA constituent agencies:
RAYMOND M. FOLEY
Administrator, National Housing Agency; Commissioner, Federal Housing Administration
JOHN H. FAHEY
Commissioner, Federal Home Loan Bank Administration
DILLON S. MYER
Commissioner, Federal Public Housing Authority
Official Publication
The Journal of HOUSING

National Association of Housing Officials
1313 EAST SIXTIETH STREET • CHICAGO 37, ILLINOIS

ROBERT D. SIPPRELL
Executive Director

September 9, 1947

Miss Helen Bridgman
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Miss Bridgman:

We acknowledge your letter of September 4, asking for any materials to which we may direct you descriptive of housing standards, for your use in preparing a study of "Housing in the South".

In addition to attaching a few documents that we think you might find useful, we should like to suggest that you address an inquiry along these line to the:

Committee on the Hygiene of Housing
321 Congress Avenue
New Haven 11, Connecticut

Further, we should like to suggest that you review New Farm Homes for Old, a Study of Rural Public Housing in the South, by Rupert B. Vance and Gordon H. Blackwell, University of Alabama Press -- a 1946 regional study that should prove useful to you. Also: Farm Housing, A Case Study, proceedings of a conference sponsored by the Committee for Kentucky is available from the National Committee on Housing, Inc., One Madison Avenue, New York, 1, New York. We also call your attention to a recently published volume, Our Rural Communities, a descriptive statement on which is attached. A rural housing bibliography is available from the Public Housing Administration at Longfellow Building, Washington 25, D.C.

Write for

The Small Homes Council at the University of Illinois, too, has recently undertaken some farmhouse planning studies that might be of interest to you. The Council can be addressed at Mumford House, University of Illinois, Urbana.

There may be some of our publications as noted on the attached list that may seem to have some usefulness for you. If so, we shall be glad to furnish them on order from you.

Sincerely,

Dorothy Gazzolo

Mrs. Dorothy Gazzolo
Assistant Director

DG:jg

Housing

Dr. Mitchell:

Flemmie P. Kittrell is the only Fellow in Washington just now I believe.

Gay Morenus is working in Washington now and Jane tells me she is home for the Holidays. You might call her and see if she could represent the Council.

WGD

HOUSING AND HOME FINANCE AGENCY

OFFICE OF THE ADMINISTRATOR **WASHINGTON 25, D. C.**

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RECEIVED DEC 12 1949
Southern Regional Council

Dr. George S. Mitchell
Executive Director
Southern Regional Council, Inc.
63 Auburn Avenue, N. E. (Rm. 432)
Atlanta 3, Georgia

Dear Dr. Mitchell:

In carrying out the housing programs that have been authorized by Congress, the fullest cooperation and the most comprehensive understanding of the programs on the part of community leaders in the public interest organizations throughout the country is basic if these programs are to be really effective. This has always been true, but the emphasis on local community responsibility in the recently enacted Housing Act of 1949 underlines its importance once again. With this thought in mind, I am inviting a number of national public interest organizations that have shown an active interest in housing and some of the active citizens' housing groups to send representatives to a two-day conference here in Washington on January 25th and 26th. The conference will offer an opportunity for key community leaders to add to their own understanding of the various housing programs, their community aspects, and their present state of development. It will also afford an opportunity for housing officials and community leaders alike to explore and evaluate anew the role of public interest groups in helping achieve the very fine potentialities in the programs.

This letter extends to your organization a most cordial invitation to send one or more of your key representatives to participate in this conference. To aid you in the selection of your representatives, perhaps I should state that this is to be a working conference in the true sense of the word. In general, the opening session will consist of an over-all presentation of the current status of the various housing programs. The other sessions of the two-day meeting will be devoted to workshops on specific programs. For each workshop session, there will be a panel of resources, including some governmental and some non-governmental persons, who will bring their experience into the discussions. We will, of course, make available a definite program and background material prior to the conference.

I will appreciate hearing from you as soon as possible regarding your representation at this conference. I very much hope your organization will be represented.

Sincerely yours,

Raymond M. Foley

Raymond M. Foley
Administrator

Housing

December 21, 1949

Mr. Morroe Berger
Research Consultant
Commission on Law and Social Action
American Jewish Congress

Dear Mr. Berger:

I'm afraid I can add very little to your information about the housing tensions in Atlanta. The incident to which you refer occurred in the Mozley Park area, where Negroes had bought houses on the assumption that the section was "going colored." The situation was tense for some days, though no actual violence took place. There were intimidating assemblies of white persons, including "visits" to the Negro owners by delegations of white property owners. Under this pressure, the Negroes agreed to sell their property to whites. The Mozley Park civic association and a local real estate firm were instrumental in finding three white veterans to buy the disputed houses.

As to the revocation of licenses, according to our information there was only one such case, that of J. H. Calhoun, a Negro realtor. The complaint against the white real estate agents involved was dropped. (It is worth noting, too, that Mr. Calhoun was brought to trial in the Fulton County Criminal Court on charges of cheating and swindling. A mistrial was declared when the jury deadlocked at four to one for conviction. The case has not been tried again, and presumably the charges have been dropped.)

Mr. J. H. Calhoun is currently executive secretary of the Atlanta Branch of the NAACP. I have referred your letter to him, suggesting that he send you more detailed information. His address is 204 Auburn Avenue, N. E., Atlanta, Ga.

The one instance of large-scale violence over Atlanta's housing took place in February, 1949. A house on Ashby Street was dynamited following its sale to a Negro family; the house was unoccupied at the time and, to the best of our knowledge, still is; the police did not discover the perpetrator of the dynamiting.

Sincerely yours,

Harold C. Fleming

Housing

May 2, 1950

Mr. Donald W. Wyatt
Fisk University
Nashville, Tennessee

Dear Mr. Wyatt:

If Social Forces sent you any reprints of your article on housing (March, 1950, issue) and you can spare a dozen for the Council, we would want to send them out to heads of our State Divisions. It is a very useful article.

Sincerely,

George S. Mitchell
Executive Director

GSM:er

HOUSING AND HOME FINANCE AGENCY
PUBLIC HOUSING ADMINISTRATION

~~NATIONAL HOUSING AGENCY~~

~~FEDERAL PUBLIC HOUSING AUTHORITY~~

~~WASHINGTON~~

Atlanta 3, Georgia

RECEIVED
JUN 23 1950
Southern Regional Council

June 21, 1950

In reply please refer to
Information:GLD

Dr. George Mitchell, Executive Director
Southern Regional Council
Wesley Memorial Building
63 Auburn Avenue, N. E.
Atlanta, Georgia

Dear Dr. Mitchell:

In response to your request, we take pleasure in enclosing copy of the procedure for the Rural Non-Farm Housing Program.

Thus far we have received applications for program reservations and preliminary loans from five towns, all of them under 2500 population as follows:

Boston, Alabama
Columbiana, Alabama
Guin, Alabama
Hackleburg, Alabama
Reform, Alabama

Program reservations for three of these towns probably will be announced in Washington today.

Before the program can get underway in Georgia, it appears that there are several legal problems that will have to be clarified, particularly with reference to the jurisdiction of regional housing authorities. You will recall that when the Rural Housing Program was begun, before the war, a large number of counties in Georgia were grouped into three regional housing authorities under the state law. It is our information that the State Housing Board will request the Attorney General to issue an opinion as to whether a county within a regional housing authority would have the right, if it so

FOR VICTORY
BUY UNITED STATES SAVINGS BONDS AND STAMPS

elects, to pull out of a regional housing authority and organize its own housing authority. This does not apply, of course, to counties which were not originally included in regional housing authorities.

Communities interested in the Rural Non-Farm Housing Program in the States of Alabama, Florida, Georgia, Mississippi, South Carolina, and Tennessee should address their inquiries to M. B. Satterfield, Field Office Director, Atlanta, Georgia.

For the States of North Carolina, Virginia, West Virginia, and Kentucky, inquiries should be addressed to A. R. Hanson, 900 North Lombardy Street, Richmond 20, Virginia.

For the States of Colorado, Arkansas, Louisiana, Texas, New Mexico, and Oklahoma, inquiries should be addressed to Clarence J. Stenzel, 805 Texas and Pacific, Passenger Building, Fort Worth 2, Texas.

Sincerely yours,

M B Satterfield

M. B. SATTERFIELD
Director, Atlanta Field Office

Enclosure

Housing

MEMORANDUM ON RURAL NON-FARM HOUSING

At long last a way has been opened for quite small towns to get public help re housing for their low income families.

SRC has long complained that shack housing is quite as bad in little towns as in city slums.

Now local citizens can do something about those shacks.

The Federal Public Housing Act, passed in 1949, said that one-tenth of its help must be set aside for rural non-farm housing.

Generally speaking, that means towns with less than 2,500 people. Whether they are incorporated or not doesn't matter. Housing in open farm country is not available under this program, although it can be had under other sections of the same Act.

To get housing under the Rural Non-Farm program, you need to have a legally established Housing Authority. Often it will be a county Housing Authority. Sometimes a regional Housing Authority. Sometimes a city Housing Authority can put housing in/nearby small towns. Housing Authorities are set up under State law, and practically all the Southern States have laws which will serve all right.

The arrangement for Federal aid is pretty much the same as with city housing. Enough help is provided to make it possible to pay out the cost of the new homes at rents which low income families can pay. In this small town housing, you don't have to tear down a shack for every good home built. In city slum clearance, you do.

The first step is to be sure you have a Housing Authority which can meet the requirements. Then it applies to the Federal government to get money set aside for the houses it wants. They call this "obtaining a

program reservation." If the Housing Authority can raise its own money to plan the houses, well and good; if they can't raise the money, it can be borrowed from the government on preliminary loan contract. Early in the game you will need to have formal approval by the town council or the county commissioners or whatever is the local governing body. You have to show need for the houses now and for a long time to come. You have to have at an early stage a good number of applications for the houses, and these must come fairly from citizens of different races. If the application is finally approved, the local Housing Authority will get the homes built by private contract. The people move in and pay rent to the local Housing Authority, which on a contract basis pays out its det with the help of annual contributions from the Public Housing Administration in Washington.

Your county or other Housing Authority should plan to put up enough houses to keep management overhead from being too high per unit. That will often mean that small places within a county or within a group of counties will go in for new housing together. Thus, in Hatch-Hatchie County, for instance, Quakertown (pop. 2,300) would ask for 61 houses, and Davisvill (pop. 1,800) would ask for 43 houses, and Old Moriah (pop. 350) would ask for 7 houses, and Shoe Heel Creek neighborhood (closely settled, pop. 273) would want 6. That would make 117 houses to be built and managed by the Hatch-Hatchie County Housing Authority. The families that would get the houses would have to be low income. There will have to be reasonable prospect that the towns where houses would be built would have stable employment opportunities.

Houses can not be built under this program on farms, but people who go out and work on farms could live in these houses.

Communities in Alabama, Florida, Georgia, Mississippi, and Tennessee interested in the Rural Non-Farm Housing program shoudl send in-

quiries to M. B. Satterfield, Field Office Director, Public Housing Administration, Atlanta 3, Georgia.

In North Carolina, Virginia, and Kentucky, write to A. R. Hansen, 900 North Normandy Street, Richmond 20, Virginia.

In Arkansas, Louisiana, Texas, and Oklahoma, write to Clarence J. Stenson, 805 Texas and Pacific Passenger Building, Ft. Worth 2, Texas.

About three small towns in Alabama have already gotten their money set aside. They are the first.

Here is a chance for our little towns to show their public spirit and get on the map.

SRC suggests that a Home-Town Self-Survey would quickly turn up the facts as to the kind of need for housing. The Council will be glad to advise any town on how to make such a Survey. Some have done them, and others are doing them.

The proper government name of this program is Rural-Non-Farm Housing. The Act under which it operates is the _____ (George: Please give me a citation of the Act). The Public Housing Administration procedures which govern it are 101.1, issued June 13, 1950, and 201.2, issued June 13, 1950.

The application form to be submitted to the Public Housing Administration by the local Housing Authority is Form PHA-2040. If your local Authority asks for advice from the PHA on working up a project, they will try to send somebody for a conference.

- -

Application for Program Reservation and Preliminary Loan for Rural Nonfarm Housing

1. Introduction.

a. An Application for Program Reservation and Preliminary Loan constitutes the first step by a Local Authority in the development of rural nonfarm low-rent housing under the United States Housing Act of 1937, as amended. An Application shall be submitted by the Local Authority to the PHA on Form PHA-2040, and in accordance with the policies and procedures contained in this Section 201.2. Reference should also be made to Section 101.1, Special Provisions Applicable to Rural Nonfarm Housing.

b. If the Local Authority already has funds available to cover the cost of preliminary surveys and planning it should not apply to the PHA for a Preliminary Loan.

2. Who May Obtain a Program Reservation and Preliminary Loan for Rural Nonfarm Housing. The PHA will issue a Program Reservation for Rural Nonfarm Housing only to, and enter in a Preliminary Loan Contract therefor only with, a duly constituted and organized Local Authority which includes in its area of operation the place in which the proposed housing is to be located. As stated in Section 101.1, the PHA will issue a Program Reservation for Rural Nonfarm Housing only to (a) a County Housing Authority, (b) a Regional Housing Authority set up for more than one county, (c) an Urban Housing Authority which proposes to develop projects in rural nonfarm areas included in its area of operation and which will have a program of adequate size, or (d) a Housing Authority in an incorporated rural nonfarm place which demonstrates that it can alone, or in cooperation with other Housing Authorities, operate the number of units involved with sufficient economy to achieve rents within the means of low-income families in the community.

3. Nature of Program Reservation.

a. A Program Reservation is a statement by the PHA of its intention to hold funds available for a specified period of time in an amount sufficient to cover a specified number of low-rent housing units a need for which has been demonstrated by the Local Authority in its Application for Program Reservation.

b. A Program Reservation is not a legal obligation and may be cancelled or reduced by the PHA after notice to the Local Authority. It is the intention of the PHA to cancel a Program Reservation if, in the determination of the PHA:

(Cont'd)

NOTE: This section supersedes Section 201.2, dated 5-26-50. Paragraph 2 has been revised to provide that the PHA will, in certain instances, accept Applications from Housing Authorities in incorporated rural nonfarm places. No other changes have been made.

- -

(1) The Local Authority fails to obtain, within 90 days after the date of issuance of the Program Reservation, (a) a resolution or ordinance approving the Application for Preliminary Loan adopted by the governing body of the locality in which the housing is to be located, and (b) a Cooperation Agreement from the same local governing body, together with such additional Cooperation Agreements as may be required from other public bodies, or

(2) The Local Authority fails to proceed expeditiously with the development of the housing covered by the Program Reservation, or fails to meet the requirements leading to an Annual Contributions Contract covering at least one project within one year after the end of the month in which the Program Reservation is issued, or

(3) Later information indicates a lesser need than that stated in the Application for Program Reservation, or

(4) The availability of funds to the PHA requires such action.

4. Coverage of Application for Program Reservation.

a. As stated in Section 101.1, a Local Authority applying for rural nonfarm housing will be required to specify the places in which the housing will be located and state the number of units and amount of Preliminary Loan requested for each place.

b. The area to be served by the housing to be located in a place should generally include only the minor civil division in which the place is located. It may, however, include one or more additional minor civil divisions if the Local Authority believes it will be possible to rehouse, at the proposed location, low-income families coming from a greater distance. In any event, the area should not include territory greater than that within a 10-mile radius of the location of the housing, except that if such a circle cuts through minor civil divisions the area may include minor civil divisions which have more than one-half of their land areas within the circle. In establishing need for rural nonfarm housing, only the needs of the rural nonfarm portion of the minor civil division or divisions will be considered.

c. The Local Authority should, in respect to any place, apply for housing in relation to the total current need for low-rent public housing in the area to be served by the housing to be located in such place. This differs from the urban requirement for larger places in that the PHA will accept rural nonfarm applications from Local Authorities covering the entire program which could be allocated to such a place out of the total authorization under the Housing Act of 1949, rather than, as in the case of urban applications, limiting the first application to not more than a two-year program. This is being done so as to obtain projects of the largest possible size for efficient development, financing, and management.

(Cont'd)

d. A Local Authority may, in a single Application, apply for housing to be located in a number of places within a county. In the case of a Regional Housing Authority, a separate Application is required for each county in which housing is to be located. County and Regional Housing Authorities are urged, because of the relatively small programs which can be developed in any one rural nonfarm place, to give consideration to the housing requirements of an entire county, and to make a single Application at the outset covering all of the places in the county in respec to which the Local Authority intends to develop rural nonfarm housing.

5. Determination of Need for Low-Rent Rural Nonfarm Housing.

a. In making an Application for Program Reservation for Rural Nonfarm Housing, the Local Authority will be required to demonstrate the need for such housing in respect to each place in which such housing is to be located. Information as to housing need, derived from the publications of the Census Bureau, as well as other available sources, shall be presented as called for in Form PHA-2040.

b. The Application form also requires that the Local Authority furnish information concerning the economic background of the area to be served. The purpose of securing this information is to determine the ability of the area to furnish employment over a long period of time. Since low-rent public housing is constructed for long life so that it can be amortized over a long period, it is necessary for the PHA to be assured that the economic background of the area to be served is such that the need for the amount of housing allocated will not decline through loss of population or inability of the area to furnish employment. Where an area is declining in population or ability to furnish employment to its inhabitants, the number of units requested should be based on the estimated need over the long term rather than in relation to the current need. Local Authorities, as well as the PHA, obviously would not wish to build projects in locations where they would not be needed in the future.

6. PHA Criteria in Making Program Reservations

a. The PHA will review the data submitted as to the need for rural nonfarm housing and the economic background of the place in which it is to be located. A Program Reservation may be issued for the number of units applied for or for a lesser number.

b. Because of the limited number of units made available to meet the entire need for low-rent housing in the United States, it is the responsibility of the PHA to distribute the units fairly and equitably over the country on the basis of relative housing need in the various localities.

(Cont'd)

Thus, when the PHA issues a Program Reservation for less than the number of units applied for, the reduction will not necessarily be the result of any question as to need for the housing, but will generally have been made because no more units can be equitably allocated to the particular place.

7. Application for Preliminary Loan.

a. Whenever the PHA makes a Program Reservation it will also be prepared to make a Preliminary Loan in respect to the housing covered by such Reservation. A Preliminary Loan provides funds to the Local Authority to permit it to undertake preliminary surveys and planning necessary for the preparation and submission of Development Programs for its projects. The execution of a Preliminary Loan Contract by the PHA does not in any way bind the PHA to enter into a subsequent Annual Contributions Contract with the Local Authority. Preliminary Loan Contracts are made on Form PHA-1926, and instructions in respect to such Contracts and first advances thereunder are contained in Section 202.2, to both of which the Local Authorities are referred for further details.

b. When a Local Authority makes an Application for Program Reservation it will generally find it necessary to apply for a Preliminary Loan. If the Local Authority, however, has its own funds available for preliminary surveys and planning, it should not apply for a Preliminary Loan.

c. The Application for Preliminary Loan shall be made at the same time as the Application for Program Reservation. Form PHA-2040 includes both of these Applications. One Application may cover a number of places but the amount of Preliminary Loan requested for each place shall be shown separately. One Preliminary Loan Contract may likewise cover loans for a number of places.

d. The maximum amount of a Preliminary Loan for rural nonfarm housing, in respect to any place for which an Application is made, is limited to the amount needed by the Local Authority for preliminary surveys and planning for the housing to be located in such place, but in no event may it exceed a sum equal to $200 for each of the first 50 units, $150 for each of the next 50 units, and $100 for each remaining unit in the Program Reservation.

e. Upon execution of a Preliminary Loan Contract and upon receipt of a request from the Local Authority for an initial advance of funds thereunder, the PHA will make an initial advance equal to one-fifth of the total amount specified in the Preliminary Loan Contract (See Section 202.2).

(Cont'd)

8. Procedure for Making Application for Program Reservation for Rural Nonfarm Housing and for Preliminary Loan.

a. A Local Authority may, on a single Application, Form PHA-2040, apply for a Program Reservation and for a Preliminary Loan in respect to one or more places within a county in which it is proposed to locate rural nonfarm low-rent housing. There must be as many separate Part III's of the Application, giving data for specific places, as there are places for which application is being made. In respect to Regional Housing Authorities, there must be a separate Application for each county in which housing is to be located.

b. In preparing its Application the Local Authority shall follow the sequence and numbering of the items shown on Form PHA-2040, shall repeat the heading of each item, and shall adhere to all tabular arrangements.

c. In addition to and together with its Application for Program Reservation, the Local Authority shall submit certified copies of its Resolution pursuant to which the Application is being made.

d. The Application shall be typed on extra-legal paper ($8\frac{1}{2}$x14) and shall be top-bound on the right-hand side of a pressboard folder, arranged as follows:

(1) Application for Program Reservation, Parts I, II, and III (If there is more than one Part III, the Part III's shall be arranged in the same order as the Places to which they refer are entered in Part I).

(2) Copies of work sheets called for in Item 303a in respect to each minor civil division shall be attached to the Part III to which they refer.

(3) Local Authority Resolution referred to in paragraph 8c, above.

e. The county map called for in the Application, and any supporting documents submitted by the Local Authority, shall be top-bound on the left-hand side of each folder.

f. Four copies of the Application shall be submitted by the Local Authority to the PHA Field Office.

g. At the request of the Local Authority, the PHA Field Office will make staff members available for consultation and assistance in the preparation of its Application.

9. Issuance of Program Reservation by the PHA. Program Reservations made by the PHA pursuant to an Application will be signed by the PHA Commissioner

(Cont'd)

and sent to the Local Authority. A Program Reservation, in addition to showing the number of units reserved, will indicate the amount of Preliminary Loan, based on such Reservation, which the PHA is willing to make when all conditions precedent to a Preliminary Loan Contract have been complied with by the Local Authority.

10. Actions Required by Local Governing Bodies.

a. Before the PHA will enter into a Preliminary Loan Contract, the Application for Preliminary Loan must be approved by a resolution or ordinance of the governing body of each locality involved. If the housing is to be located in an incorporated place the approval must be by the local governing body of such place; for any other place the approval must be by the governing body having immediate jurisdiction, usually the county. One resolution or ordinance by the governing body of a county will suffice for all the places in respect to which its approval is required. Form PHA-2043 provides a suggested form of resolution or ordinance for this purpose. For instructions regarding this resolution or ordinance and documents in connection therewith see Section 202.2.

b. Before the PHA will enter into a Preliminary Loan Contract, the Local Authority must also enter into Cooperation Agreements with the same local governing bodies which approved the Application for Preliminary Loan. One Cooperation Agreement with the governing body of a county will suffice for all the places in respect to which its approval of the Application for Preliminary Loan is required. In certain special cases, additional Cooperation Agreements may be required with other public bodies (or such bodies must join in the Cooperation Agreements) where state law so requires or where such an Agreement is necessary in order to secure services essential to the proposed housing. Form PHA-2044 sets forth the form of Cooperation Agreement required. For instructions regarding this Agreement and related documents see Section 203.1.

c. In respect to each place the Local Authority, if it so desires, may submit with its Application for Program Reservation and Preliminary Loan, the resolutions or ordinances of the local governing bodies approving the Application, and may also submit the necessary Cooperation Agreements. In general, however, a Local Authority will wish to wait to obtain these documents from the local governing bodies until the Local Authority is assured that the PHA will make a Program Reservation and is advised as to the size thereof and the amount of the Preliminary Loan; in this case these documents may be submitted at any time within 90 days after the Program Reservation is made by the PHA. In any event, Local Authorities are strongly urged to secure both the resolutions or ordinances approving the Application for Preliminary Loan and the Cooperation Agreements at the same meeting of the respective local governing bodies, thus completing all of the required local governing body actions at one time.

Special Provisions Applicable to Rural Nonfarm Housing

1. Authorization of Rural Nonfarm Housing Program. A program of low-rent public housing for rural nonfarm areas was specifically authorized by the Housing Act of 1949, which amended the original United States Housing Act of 1937. The responsibility for the rural nonfarm program is vested in the Public Housing Administration, and ten percent of each amount of authorization for Annual Contributions Contracts becoming available pursuant to the Housing Act of 1949 must be reserved for such housing for a period of at least three years after such amount becomes available.

2. Rural Nonfarm Housing Defined.

a. Rural nonfarm housing is low-rent public housing which is (1) not located in an urban area, and (2) neither located on a farm nor an appurtenance of a particular farm or farms. The basic definition of "urban area" is that used by the Census Bureau at the time the Housing Act of 1949 was adopted; the populations to be used in applying this definition are to be those at the time an Application for Program Reservation is made. The Census Bureau definition in effect in 1949 included as "urban" all incorporated places having a population of 2500 or more; in addition, certain other closely populated areas were classified as urban under special rules of the Census Bureau. In any doubtful case the PHA will furnish information as to whether or not an area is rural nonfarm.

b. The determination as to whether a specific low-rent housing project is urban or rural nonfarm depends upon the location of the project rather than on the nature of the Local Authority which develops the project. Although many County and Regional Housing Authorities will be largely concerned with rural nonfarm housing, they may also have occasion to develop projects in incorporated places of over 2500 population within their areas of operation, and such projects will be classified as urban projects. Conversely, Local Authorities established for urban places, but whose areas of operation extend beyond the corporate limits of their cities, may develop projects in unincorporated places, and such projects will be classified as rural nonfarm.

c. Low-income families are eligible for admission to rural nonfarm housing irrespective of their type of employment. Although rural nonfarm housing may not be located on farms or be appurtenant to a specific farm or farms, the families of agricultural workers are nevertheless eligible for admission to such housing on the same basis as any other families.

(Cont'd)

NOTE: This section supersedes Section 101.1, dated 5-26-50. Paragraph 5b has been revised to provide that the PHA will, in certain instances, accept Applications from Housing Authorities in incorporated rural nonfarm places. No other changes have been made.

3. Special Statutory Conditions Applicable to Rural Nonfarm Housing. All of the conditions of the United States Housing Act of 1937, as amended, apply equally to rural nonfarm housing and urban housing except:

   a. Ten percent of the new authorizations for Annual Contributions Contracts are reserved for rural nonfarm housing, as stated above;

   b. No equivalent elimination of substandard dwellings is required in connection with rural nonfarm housing.

4. Rural Nonfarm Housing to be Related to Established Communities. Rural nonfarm housing should be located within or adjacent to established communities. Local Authorities should in no event attempt to develop individual units scattered over the countryside. These requirements for rural nonfarm housing are based on the following considerations:

   a. A number of houses located in one community can be developed and operated much more economically than individual housing scattered over a wide area;

   b. Low-income families housed in or adjacent to a community will have readily available to them such facilities as schools, churches, stores, recreational facilities, fire protection services, and, in many cases, sewer and water services;

   c. The pool of eligible families will be much larger, and greater flexibility in the selection of tenants will be possible, if the dwellings are in or near a community rather than scattered in isolated locations.

5. Local Authorities which may Apply for Rural Nonfarm Housing.

   a. The PHA will accept applications for rural nonfarm housing only from Local Authorities which will have programs large enough to permit economical operation and successful financing. This is necessary in order to hold rents to a minimum so that low-income families can be housed at rents within their means.

   b. It will, therefore, not be possible, except as noted in (4) below, for the PHA to enter into contracts with individual Local Authorities of small incorporated places because of the extremely small size of the programs possible in such places. Program Reservations for Rural Nonfarm Housing will thus be limited to Local Authorities which can formulate programs of adequate size, i. e., (1) County Housing Authorities, (2) Regional Housing Authorities set up for more than one county, (3) Urban Housing Authorities which propose to develop projects in rural nonfarm areas included within their areas of operation and which will have programs of adequate size, either of rural nonfarm housing alone or of such housing together with any urban housing, or (4) Housing Authorities in incorporated rural nonfarm places which demonstrate that they can alone, or in cooperation with

(Cont'd)

other Housing Authorities, operate the number of units involved with sufficient economy to achieve rents within the means of low-income families in the community.

c. Under the laws of almost all of the States rural nonfarm housing programs can be developed under the above conditions. In a few cases where State legislation is not at present adequate, the PHA will, on request, furnish advice as to changes needed in State legislation.

6. Determination of Need for Rural Nonfarm Housing.

a. A Local Authority in requesting a Program Reservation for Rural Nonfarm Housing will be required to submit data as to need, etc., in relation to each of the places where it proposes to develop housing and must also state the amount of any Preliminary Loan required for such place. The Local Authority will also be required to make a preliminary estimate of how the proposed dwellings will be apportioned to the various races in order to achieve equity, based on their respective needs.

b. In addition to establishing need in their Applications for Program Reservation on the basis of housing and economic data, Local Authorities will be required, before actually starting construction of rural nonfarm housing in any place, to have on hand bona fide individual applications for dwellings from an adequate number of prospective occupants, reasonably distributed by race in relation to need.

7. Coverage of Program Reservations, Projects, and Contracts.

a. One Application for Program Reservation and Preliminary Loan may cover a number of places, with separate data for each. A separate Program Reservation will, however, be made by the PHA for each place where rural nonfarm housing is to be located.

b. All of the low-rent housing developed in one rural nonfarm place will be considered as constituting one project even though the housing may be located on several sites within or adjacent to such place. The project in respect to any one place may be developed in stages over a period of months or even years. If a subsequent increase is made in the Program Reservation for such a place, the additional units will be included in the original project. One Development Program will be required in respect to each project; if units are added, the Development Program will be appropriately revised.

c. In so far as it is feasible to do so, one Preliminary Loan Contract will be used for all of the Program Reservations made for a county. In the case of Regional Housing Authorities, a separate Preliminary Loan Contract will in general be entered into in respect to the housing located in each county. If Program Reservations are subsequently made for additional places in a county, or if the Program Reservation in respect to any place is increased, the Preliminary Loan Contract will be appropriately amended.

(Cont'd)

d. In so far as it is feasible to do so, one Annual Contributions Contract will be used for all of the projects in a county. In the case of Regional Housing Authorities, a separate Annual Contributions Contract will in general be entered into in respect to the housing located in each county. An Annual Contributions Contract will be entered into as soon as a Development Program for the first project in a county is approved. As subsequent Development Programs are approved for additional places, or if Development Programs are revised, the Annual Contributions Contract will be appropriately amended. In order thus to provide for the development of rural nonfarm programs over a period of years and at the same time bring all the rural nonfarm housing in a county under one Annual Contributions Contract, it is contemplated that permanent financing will be deferred until the full program which can be allocated to such county is nearing completion.

Housing

September 1, 195

Mr. George Davis
Public Housing Authority
Georgia Savings Bank Building
Atlanta, Georgia

Dear Mr. Davis:

We thought you would like to see a copy of the enclosed August issue of our monthly publication New South. The article beginning on page 6 tells the story of the recent fight for public housing in Marietta. It seemed to us an encouraging story for people in places where opposition is strong.

I have also sent copies to Mayor Sam Welsch and Ed Beakin of the Marietta Housing Authority.

Cordially,

Harold G. Fleming
Director of Information

enc.

September 1, 1950

Mr. T. E. Baskin
Marietta Housing Authority
P. O. Box 366
Marietta, Georgia

Dear Mr. Baskin:

We thought you would like to see a copy of the enclosed August issue of our monthly publication New South. The article beginning on page 6 summarizes the recent controversy over the proposed Mulberry-Cole Streets development.

The MHA and you personally deserve every praise for pushing through in spite of all the obstacles.

Sincerely yours,

Harold C. Fleming
Director of Information

enc.

September 1, 1950

Mr. Paul Thompson
The Cobb County Times
Marietta, Georgia

Dear Mr. Thompson:

We thought you would like to see a copy of the August issue of our monthly publication New South. The article beginning on page 6, called "The Slum-Clearance Plan That Wouldn't Quit", summarizes the recent housing controversy in Marietta.

As you will see, we are indebted to you and the Times for the information on which the piece is based. I might add that, in the process of cannibalizing, I developed a warm admiration for the Times in general and your work in particular.

Sincerely,

Harold C. Fleming
Director of Information

enc.

September 1, 1950

Hon. Sam Welsch
Office of the Mayor
Marietta, Georgia

Dear Mayor Welsch:

We thought you would like to see a copy of the enclosed August issue of our monthly publication New South. The article beginning on page 6 summarizes the recent controversy over the proposed Mulberry-Cole Streets development.

Your courage and persistence in behalf of slum-clearance and public housing deserve the highest praise.

Sincerely yours,

Harold C. Fleming
Director of Information

enc.

Housing

November 1, 1950

Mr. Quintin Whyte
Midston House
22 East 38th Street
New York 16, New York

Dear Mr. Whyte:

We are still recalling with much pleasure the visit of the Whytes.

Southern cities have a great variety of patterns of Negro and white housing. I don't know anything in print that summarizes these patterns, though the sociologists must have written something. Your best book on the whole problem of housing and race in the North is by Robert C. Weaver: 1948, Harcourt, Brace & Co., called The Negro Ghetto.

In slavery times, of course, the pattern was backyard housing. A good many Southern cities still perserve in part variations of that pattern. I am told that at Macon, Georgia, alleys and courtyards behind the flossiest homes in town contain Negro slums. For villages and towns, the usual pattern is a concentration of Negro shacks in some undesirable quarter. Homes are built for them on hilly land or near a creek bottom or along one side of the railroad track. Cheap homes on cheap land. Traditionally, the rent on Negro homes has been somewhere between four and ten dollars a month. Fifteen is high. Streets in such Negro districts are usually unpaved and seldom smoothed. Sidewalks are literally footpaths. In such a town, practically all the Negro inhabitants will live in the Negro district. It is apt to be called a "Hill" whether it is in a bottom or on a flat.

When you get up to city size, you are apt to find one large area given over to Negro housing, and a few other smaller areas. Often the other small areas were once suburban subsistence settlements, now engulfed.

Atlanta has still another pattern. Fifty years ago here, business

people lived within a few blocks of the center of the city and walked to work. Now such people have of course moved way out, and a Negro slum collars the office buildings downtown.

Encroachment is a fierce matter. The Supreme Court has struck down time and again local zoning ordinances based on race. Still there are Southern towns brash and tough enough to enact new ordinances which they know are unconstitutional, but the downing of which will take months or years. Birmingham currently has such an ordinance. Atlanta has lately worked out a most curious device. Dealers in real estate must be licensed by a State board. If such a dealer assists the purchase of white property by a Negro,(or presumably vice versa) his license will be lifted. One of the principal real estate operators in the city is currently under suspension of license for this cause. It cannot be lawful, and eventually it will be altered. But it suffices for a while. From time to time in areas where encroachment is under way, agreements will be negotiated by the leading persons of both races as to a "line." Such arrangements in my experience are kept for months or a year or two, and then violated. Atlanta has a man named Joe Wallace White, who periodically agitates the whole question of holding the Negroes in their present areas. He can and does summon mobs of white people in an effort to intimidate Negroes who have purchased in hitherto white areas or who propose to purchase. Dynamite has been used in some of these areas where such agitations occur. You will understand that, generally speaking, the sort of white mechanics' area that will be threatened by Negro encroachment will have homes not expensive to begin with and salable only at a great loss if sold to whites. Yet if they are sold to Negroes, they are salable at good round figures, partly because Negroes have to have more room and will pay to get it, and partly because a house occupied by Negroes will often have many breadwinners in several families who can and will pay in all a sizable rent.

There are cities in the South where white and Negro residences are interspersed haphazardly. On a given block, three Negro homes and then six white ones. Across the street from each other, white and Negro families. New Orleans has much of that. It works all right.

Slum clearance is a matter of conforming to the regulations of whatever Federal agency is at work for the time being. Generally speaking, the deal since about 1936 has been one under which a local Housing Authority issues bonds (which I believe the Federal housing outfit buys) which enjoy a government guarantee and therefore yield a low rate of interest. With the proceeds of the bond issue, houses are built. Rents are then fixed at roughly the figure that willmcover the cost of maintenance and management. By a complicated transaction, the Federal housing agency pays each local Housing Authority enough money each year to enable the local Housing Authority to pay the Federal housing agency the interest on the bonds. They tell you that this is not the deal, but I have studied the Act and, as far as I can see, it is the deal. Whenever Congress opens up and provides money, we move ahead with slum clearance in this pattern. In the South, we cleared Negro areas and built new homes for Negroes, and vice versa for whites. In the North, agi-

tation increases to open slum clearance projects to everybody. A good deal of this is being done. Some fussing at first, but soon things settled down. A device much used in the North to exclude categories of persons by race or religion is called the restrictive covenant. As you will be told, the Supreme Court has only lately, but repeatedly, held the courts cannot assist the enforcement of such covenants. In Southern cities these covenants are much used in flossy suburbs, but are little used in the close-packed parts of the towns and cities.

Our largest cities have gone into zoning by types of occupancy -- industry, business, residents, etc. I suppose there is some cheating on this in order to bend the device to serve the purpose of residential exclusion, but I have no instances to cite.

Here is a Southern Regional Council pamphlet about housing and a more recent leaflet about small-town public housing, plus another article on the subject.

Do tell somebody up there that the man Mitchell ought to be sent over to Africa. I want to go.

Sincerely,

George S. Mitchell
Executive Director

GSM:er
Encls.

RECEIVED
OCT 26 1950
Southern Regional Council

MIDSTON HOUSE

22 East 38th Street
New York 16, N.Y.

October 24, 1950

Dr. George Mitchell
Southern Regional Council
63 Auburn Avenue, N.E., Room 432
Atlanta 3, Georgia

Dear Dr. Mitchell:

We are back in New York trying to estimate what we have not done and what information we should have obtained and did not. You, I know, will appreciate how difficult it is to cover the wide field which human relations present and not feel that one is skimming along the surface or missing out significant areas. There is one gap that we would like to have filled--housing in the South.

There seemed to be such a varied pattern in your towns--that was our impression but we could not make out what the pattern was, or to be franker we apparently did not make the effort.Can you help us? E.g. what is the existing pattern? Are there invasions? If so what happens? If there is a slum clearance how does it work? Is there extrusion of Negroes to the boundaries of the towns, or do they become islands in predominently white or industrial areas? To what extent is there deliberate zoning--industrial, residential, etc? Similarly with regard to segregation? And what about the buying of property and the facilities for this?

These are some of the questions that arise in our minds, and we shall both be very grateful if you could send us any material on this, or let us know where it could be obtained. So sorry to be a nuisance.

The trip has been very exciting, albeit a little tiring. Much will remain confused till we read through our notes and material and have a little leisure to think things out and evaluate--and that won't be till we return to South Africa. The next three weeks in New York will be fairly hectic, and I rather think that we will return home two thin bags of groans. I hope my Executive will have mercy for a month, but the correspondence I receive and the dark hints of problems to be solved and situations dealt with and firm and guiding hands, etc., don't allow me to hope too much.

It has been so good to have met so many people who understand, and good to know that there are people in various parts of the world who understand. Sometimes in South Africa liberals feel very lonely and a little desperate. But this trip I feel is justified even if it were only for the knowledge and experience of being part of something bigger and wider than our South Africa.

Many thanks once more. The Mitchells will be one of our pleasantest memories of a lovely tour.

Yours sincerely,

Q Whyte.

QW:H

Quintin Whyte

Joint Memorandum

Housing

THE AMERICAN JEWISH COMMITTEE
386 FOURTH AVENUE
NEW YORK 16, N. Y.

THE ANTI-DEFAMATION LEAGUE
OF B'NAI B'RITH
100 NORTH LA SALLE STREET
CHICAGO, ILL.
212 FIFTH AVENUE
NEW YORK 10, N. Y.

TO: CRC Offices
ADL Regional Offices
AJC Chapters

FROM: Frances Levenson and Sol Rabkin

Date: May 9, 1951

SUBJECT: FEDERAL PUBLIC HOUSING PROGRAM

RECEIVED MAY 17 1951 ADL Council

In a little publicized move, the House of Representatives with 110 members absent, has placed in jeopardy the entire federal low-rent housing program.

On Friday, May 4, they passed the Independent Offices Appropriation Bill and included a rider which cut to an infinitesimal 5,000 the total number of federally aided low-rent homes which may be started in the fiscal year beginning July 1, 1951. The Bill is now pending in the Senate Appropriations Committee and will be presented to the full Senate shortly. Should this inappropriate amendment be deleted by the Senate, the measure will come up for another vote in the House.

Adequate housing is one of the pressing problems facing our nation today. There still exists a serious shortage of homes, particularly for the low-income groups. Experience has proved that lack of sufficient housing can have an adverse affect on efficient, all-out industrial production.

In 1949, recognizing the crucial need to increase the housing supply, Congress enacted the Housing Act of 1949 with the stated purpose of providing "a decent home and suitable living environment for every American family." It is manifest that this goal has not been achieved as yet. The implementation of this program would help fill the gap in the housing supply for minority groups created by the refusal on the part of private builders and real estate operators to meet the needs of these groups. The practical elimination of all federally aided public housing in the United States, the natural result of limiting such housing to 5,000 units, would thus have a most disastrous impact on racial minorities. Because of their great need, public housing is a necessity for many members of racial minorities.

With the need for new housing estimated by the Housing and Home Finance Agency at the staggering figure of 16 million for the next 12 years, the 1949 Housing Act authorized federal aid for the construction of public low-rent housing for 810,000 families at the rate of 135,000 units a year for six years.

Local communities were quick to take advantage of this offer of federal aid and in the first 17 months of the operation of the Act, they applied to the Federal government for help in building over 444,000 federally subsidized low-rent homes. Of this number some 43,000 units have been completed or are in the process of construction and the Federal government has entered into preliminary loan contracts for approximately 300,000. These contracts were negotiated in good faith by the Federal government and the local communities under the provisions of the Housing Act of 1949. With the restriction passed by the House of Representatives, it will be impossible to carry out these contracts and in effect federally aided low-rent housing in the United States will be a thing of the past.

Many of our public housing projects have become demonstration centers of successful interracial living. These projects have pointed the way toward greatly improved intergroup relations. The destruction of the public housing program would prevent any further advances along these lines.

The New York City Council on May 8 passed a unanimous resolution memorializing Congress to eliminate this 5,000-unit limitation. A copy of the text of this resolution is included for your information.

UNANIMOUS RESOLUTION OF THE NEW YORK CITY COUNCIL
Passed May 8, 1951

WHEREAS, the Housing Act of 1949 authorized federal aid for the construction of public low-rent housing for 810,000 families at the rate of 135,000 units a year for six years; and

WHEREAS, the shortage of rental housing, especially for the families of low-income, is extremely serious and is causing great hardship; and

WHEREAS, the Act of the House of Representatives on May 4 in limiting to 5,000 the number of public housing units which may be started in the fiscal year beginning July 1, 1951, will seriously hamper the program of the New York City Housing Authority already approved by federal housing officials;

NOW, THEREFORE BE IT RESOLVED that the Council of the City of New York hereby appeals to the members of both Houses of Congress to eliminate from the Independent Offices Appropriation Bill all restrictions on the number of public housing units which may be started in the fiscal year beginning July 1.

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fl/ls

Housing
Fla

June 13, 1951

Mr. Robert L. Joyce
516 North Delaware Avenue
DeLand, Florida

Dear Mr. Joyce:

How very kind of you to join the Council and to write us such a nice letter.

When you come to Atlanta, you must stay at our home. We always have an empty guest room. 906 Lullwater Road, N.E. Telephone, Dearborn 5961. We know various people who are already doing things for the Lockheed plant and could perhaps be of help.

Mortimer McDonald in DeLand is an old acquaintance of mine and is prepared to be helpful on some of these things. I hope you will get to know him.

And the Davidsons who run the paper at Daytona Beach are delightful people. You ought to drive over and pay them a visit. Highly approachable, and would be happy to find a fellow spirit nearabouts.

If in driving about Florida you arrive at Babson Park, a most interesting man named Willis Spivey has an experimental teaching rural community there. They instruct plain people in how to build good cheap farm houses.

Do come to Atlanta.

Sincerely,

George S. Mitchell
Executive Director

GSM:er

Robert Lawrence Joyce
516 North Delaware Avenue
DeLand Florida

RECEIVED
JUN 13 1951
Southern Regional Council

June 11,1951

Mr.George S. Mitchell
Executive Director
Southern Regional Conference
63 Auburn Avenue, N.E.
Atlanta 3,Georgia

Dear Mr.Mitchell:

Now who des the apologizing?

Your very cordial letter reached me nearly a month ago. About ten days later came "Your Community Looks at Itself". My delay in thanking you for so fine a pamphlet can be ascribed to my being out of town twice (job seeking) and indecision as to whether I should again become involved in community problems.

Although at timesduring the last year there hasbeen a temptation to renew my civic activities, so far I've decided against doing so. Frankly I have delayed seeing our CityManagerabout a town self-survey because I've hesitated about becoming involved. During practically all my adult life I have given freely of my time and energy and money, too (in modest amounts) toward such social evils as slum clearance and racial animosity. You can guess how frustrating life must often have been,especially in the earlier days.

I am applying for membership in SRC, but for the present I do not expect to be active. There is the problem of my personal economics, accentuated by the inflation spiral! My negatively munificent pension is beginning to call for supplementary income. Meanwhile college jobs are virtually non-existent and despite my vigorous health and vitality, industry apparently considers my age (66) asthe acme of decrepitude. For the sake of my wife and myselfI must think of acting selfishly. So we may not be long in DeLand.

Good news for DeLand! A Negro housing development (private but under FHA) has been started. I have been disturbed again and again about the Negro housing here, much of it like that among the poor whites in the hills ofKentucky and Tennessee.

How we laughed over your charming story! I am sending a copy to Harold. He will surely enjoy it. I, too,had a story, but my "severest critic" thinks it so pale in comparison with yours that I bow to her judgment.

The whole world is so badly in need ofan earth-earthy urbanity, a feeling of good fellowship such asI saw between Negro and white in that Seventh Avenue saloon,and such as one finds in your charming letter

But my former enthusiasm for writing a paper onthe elevating influence of the beer mug on interracial good fellowship has gone verplatz. Out of four persons referred to me by Harold Lett, you alone answered.

"What Kind of South" arouses my admiration, not only for its ideals and aims but for the superb manner in which so much was said in comparatively few words. My compliments to its composer (or composers). "Your Community" is the best I've seen of its kind. How I wish I had had the pamphlet while teaching "Problems of the American Negro" at St. Lawrence University.

Sometime I hope to say "hello" to you. And ifLockheed in Atlanta is good enough to answer a letter asking for an interview I may see you sooner than I had hoped.

Very sincerely yours

Robert L. Joyce

RLJ:J

Robert L. Joyce

A 3 00 NH

SOUTHEASTERN REGIONAL OFFICE

ANTI-DEFAMATION LEAGUE

OF B'NAI B'RITH

11 PRYOR STREET, S. W.—SUITE 305 ATLANTA 3, GEORGIA

SIGMUND LIVINGSTON
Founder

HON. MEIER E. STEINBRINK
National Chairman

RICHARD E. GUTSTADT
National Director

FRANK GARSON
Commissioner Southeastern Region

ALEXANDER F. MILLER
Director Southeastern Regional Office

Housing

9TH → R.A.T. - Read with [illegible] items -

RECEIVED
OCT 11 1951
Southern Regional Council

September 13, 1951

Mrs. Grace Hamilton
Atlanta Urban League
239 Auburn Ave., N.E.
Atlanta, Georgia

Dear Grace:

I believe that the attached will be of interest to you and to Bob Thompson.

After you have finished reading it, may I ask you to forward it to Nelson Jackson who in turn will forward it to George Mitchell (and Harold Fleming) of the Southern Regional Council, who will pass it on to Morris Abram, who will return it to me. Sort of a "round robin" affair.

The "firm and efficient patrolling of the area by the Miami police department" which has resulted in "no eruption of violence or physical damage to persons or property in the area" might well serve as a lesson to our own police department here in similar situations.

Kindest regards.

Cordially,

Art

Arthur J. Levin, Director
Atlanta Regional Office

AJL/fs

TO ELIMINATE DEFAMATION OF THE JEWS AND TO COUNTERACT UN-AMERICAN AND ANTI-DEMOCRATIC PROPAGANDA THROUGH A BROAD EDUCATIONAL PROGRAM; TO ADVANCE GOOD-WILL AND PROPER UNDERSTANDING BETWEEN AMERICAN GROUPS; TO RESERVE AND TO TRANSLATE INTO GREATER EFFECTIVENESS THE IDEALS OF AMERICAN DEMOCRACY.

Anti-Defamation League
330 Seybold Bldg., Miami, Fla.

Arnold Forster

Gilbert J. Balkin

August 24, 1951

Edison Center Housing Tension
Miami, Florida

I believe you will be interested in learning of and receiving the attached materials regarding a serious and volatile situation with respect to a housing development known as Knight Manor, located in the Edison Center Section of the Northwest area in the City of Miami.

This situation has been developing since this past May when reports became current that the developers of the Knight Manor Housing Project, originally limited to "white occupancy," planned to open a section of the housing to Negro occupancy.

Activated through a group known as the Edison Center Civic Association, led by a Mr. & Mrs. M.L. Todd of the Edison Center area, there have been several mass meetings, motorcades, "motor patrols," protest to the Miami City Commission, and other forms of group action vigorously "protesting" the opening of units in the Knight Manor Development to Negroes.

Despite such organized mass "protest" action, some of it of a possible incendiary nature, there has thus far been no eruption of violence or physical damage to persons or property in the area.

I believe that the result indicated in the preceding paragraph may be attributed to a very large measure to the firm and efficient patrolling of the area by the Miami Police Department. In tension situations such as this, it is my observation that if the police exhibit a firm determination to preserve law and order, and in no manner give aid or encouragement to possible riot agitators, the eruption of violence stands a very good chance of being averted. Such, I believe, has been the case in the situation in the Edison Center area.

I hope that we may modestly infer that perhaps our continuing efforts over the past few years to emphasize police training in human relations in the Miami Police Department may have borne some fruit in the manner in which the Miami Police Department has thus far handled this potentially explosive situation.

In addition to a few pertinent clippings, I am attaching report prepared by Dan Hoffman on a recent mass meeting held by the Edison Center Civic Association, which gives additional background information. Also attached is tear sheet of an inflamatory half-page ad which ran in the Miami Daily News announcing the meeting. It is my understanding that the Miami Herald refused to accept this ad.

I will be glad to keep you advised of further developments with respect to this situation. You may find the above and attached report and materials of value in connection with the discrimination in housing and "Violence" sections of the Annual Survey.

COPY

Gil

GJB:br
Enc.
c.c. Oscar Cohen
Alex Miller

Gilbert J. Balkin

Daniel N. Hoffman

August 17, 1951

"Indignation Meeting," August 16, 1951, Edison Center Civic Association Clubhouse, NW 63 Street and 11th Avenue, Miami, Florida

In accordance with the attached "monster" advertisement appearing in the Miami Daily News of August 15th and 16th, an "Indignation Meeting" was held last night before 500 to 600 people outside the Edison Center Civic Association Clubhouse, NW 63 Street & 11th Avenue. The meeting was called to protest conversion of some apartments in Knight Manor, former all-white housing development, for Negro occupancy.

The meeting was opened by an invocation delivered by the Minister of the First Baptist Church who prayed for God's guidance in solving this problem peaceably in the spirit of love and without violence.

Mr. M.L. Todd, President of the Edison Center Board of Trade, reported that when he tried to insert the "Indignation Meeting" ad in the Miami Herald, he was told by the "Advertising Director" that it could not be printed because it might lead to violence or a race riot. Todd was very unhappy over this development but quite pleased that the Daily News cooperated fully.

Todd pleaded for good behavior and asked the assembled people not to do anything which would bring disgrace on the community. He accused the two developers, Bouvier and Wiseheart, who have announced plans of partial conversion of Knight Manor for Negro occupancy, of bad faith and dishonesty. He said they are applying at this time for a Federal loan for a housing project for colored G.I.'s in that area. In addition to Bouvier and Wiseheart the blame lies on the City Commission majority, who have thwarted slum clearance voted by the people, by the use of loopholes. Todd was also bitter about private builders for whom profits apparently were the only consideration. Todd, with a certain gentleness in his voice, said the colored people want to live among their own. He called them "our friends" and told the assembled hundreds that they "are entitled to decent housing as much as you are." His discussion on the whole was earnest but moderate in tone.

Mr. William J. Pruitt, attorney, then delivered a militant, platitudinous and frequently demagogic speech in which he proclaimed the duty to "maintain white supremacy in our community and Dade County until our dying day." Attempting to stir his audience further, he alleged that what was happening in Edison Center was taking place all over the United States. He referred to a "Washington agitator" who came down to Miami and upset a very fair arrangement by which Negroes used the Municipal Golf Course one day a week. This "agitator" was reported to have said, we will "use your golf course, go to your theaters, attend your churches, eat in your restaurants and live in your community." This "threat" was alleged to have been accompanied by the vigorous shaking of a finger in the face of a white representative, a Mr. Arnal, who expressed considerable resentment at such, according to Pruitt. "They will not stop there," the speaker went on. "They will attempt to get into our schools." He referred to a suit in Tampa filed by sixteen Negro families to "open the doors" of the public school system to Negro children. With sorrow and anger, he pointed to their "inroads" into state universities throughout the South, due in part to a "socialistic trend all over the nation."

COPY

"We have no quarrel with the Negro in the South," Pruitt declared. "Since the Reconstruction Era, the man of the South has been the greatest friend that the Negro ever had." After a few remarks apparently designed to revive the deep hurts of the Civil War, Pruitt continued by saying that the men of the South, following the Civil War, helped the Negro to own his own land on which he had previously been a slave, to build schools, to get necessary medical attention and to achieve suffrage. "God set aside a place for both white and black. . . . We should stay on our side and they on their side." (Applause) He said he would be just as quick to condemn "white infiltration" into a Negro community. The true Southern Negro, he declared, looks to the whites for aid and guidance. With stern emphasis, he proclaimed that "we will never allow Civil Rights laws of this country to be interpreted as social equality." (Applause) (At this point I heard a young boy whisper fierely to his friend, "kill 'em all.") He demanded that colored people not receive better treatment than the whites; by the same token, whites should not oppress the colored people. "It is against the tenets of God for Negro and white to co-mingle," he thundered. (Applause)

He charged the City officials with being remiss over the disgraceful Negro slums, in which the occupants are being bled by high rents. Nothing has been done and "something should be done."

These people do not intend to stop, he charged. Unless vigilance is maintained, the infiltration will continue; -- they will live with us and use the same facilities.

In the past 48 hours, he said, a United States representative by the name of Thompson had come to this area that we are complaining about and "has been set up" in every kind of luxury. It is adding "insult to injury to send a Negro representative of the F.H.A. to this area at this time." He charged that was "no sincerity on the other side of the table" to work out a favorable, satisfactory solution.

At this point he referred to telegram forms already addressed to local, county, state and national officials which he urged the crowd to send in order to indicate their deep resentment over the situation which "threatens the last citadel of Southern democracy."

In regard to the institution of legal proceedings, a lawyer told him the suit would be thrown out of the courts, resulting in the Negro becoming "more arrogant than ever." He said we may file a suit even if we don't expect to win as an expression of our feelings in this matter.

He referred to an elderly retired person who came to him the other day and told him the sad tale of the decrease in value of his property. "If this matter is not met in a way complimentary to good citizenship," Pruitt said, the property will continue to decrease in value, making this elderly couple miserable and insecure in the closing years of their lives. "Their problem is no different from yours. ... If a thief came into your home and stole a thousand dollars you would want to do something about it. That is what is happening here." (Applause) "Anyone who does not join this fight is not worthy of being called an American citizen," Pruitt inveighed.

"The fight must be continued even after we have pushed them back. . . . We must continue to be alert against the same thing happening again. Always remember the words of the agitator: 'We will use your golf course, go to your theaters, attend your churches, eat in your restaurants, and live among you'."

He reminded them about the sending of telegrams and urged them to demand of their Senators that no money be appropriated for public housing in this area. (referring to Knight Manor and adjacent properties.) "Tell your City and State representatives that, while you don't propose violence, you don't propose to stand still and be run over by a situation never intended by the founders of our Government."

COPY

Todd added a few remarks, complimenting the women of the community who have apparently done the bulk of the work. He urged the citizens of Edison Center not to engage in "hysterical selling of your property at absurd prices - that is what the opposition wants." The "politicians downtown", who believe in "divide and rule," say that we cannot stay together. We have been pushed around all we will stand; now we are going to push back.

Mrs. Todd and Mrs. (Harold?) Russell were introduced as outstanding women leaders and each spoke briefly. Mrs. Todd urged everyone to join the fight and ask those residents of other communities to stimulate their own organizations to take action and to invite speakers to present the problems, speakers such as Mrs. Todd or Mrs. Russell. Mrs. Russell, referring to the motorcades, complimented its participants for avoiding "a catastrophe that might have happened if they had not controlled their tempers." She said we have nothing against the Negroes but warned against "agitators." Yesterday, she related indignantly, some of them went on our Beach at 41st Street. "We won't stand for it." She referred to a number of colored leaders who telephoned her and indicated their support. She complained about the people who have been "imported" from Illinois and Nassau." This a fight for all the residents of Greater Miami, she said in closing.

In a final word Mrs. Todd warned that "they" are very close "to our elementary school" and their children may attempt to get in.

The meeting which had begun a little after 8:00 PM lasted about 45 or 50 minutes. Addressed but otherwise blank telegram forms were distributed widely and a collection was taken.

The meeting was completely orderly at all times and was thoroughly supervised by the police, who nonetheless managed to remain in the background.

Complimentary copies of the Miami Daily News were distributed and, following the meeting, a few impromptu remarks were delivered by Mrs. Todd (or Mrs. Russell) enthusiastically praising the Miami Daily News for its support and bitterly denouncing the Miami Herald. She invited everyone to begin to take the Daily News and suggested they come to the speaker's truck and give their subscription to a representative of the Daily News who added a sentence or two over the public address system inviting subscriptions.

Attached are three addressed telegram forms that were handed to me and a brief account of the meeting which appeared in this morning's Miami Herald.

The meeting was generally quiet, not particularly enthusiastic. It was preceded by a motorcade of 50 to 100 cars, according to Miami Police Officer #51. The motorcade was not allowed any closer than a block away from the Center because of complaints of property owners in the area following a previous rally at the Clubhouse.

Dan

DNH:BR
Enc.

COPY

TO: Miami Herald
August 17, 1951

KEEP COOL, 600 TOLD AT EDISON RALLY

About 600 residents of the Edison Center area attended a meeting Thursday night to protest conversion of apartments in a White area to Negro housing.

M.L. Todd, president of the Edison Center Board of Trade, urged that residents not resort to violence.

He blamed the maority "clique" of the city commission for the situation, because a Negro slum clearance project, approved in a referendum, had been turned down by the commission on a technicality.

William J. Pruitt, attorney, said all White residents of the area should "stand up and be counted" and should "fight back." He said White supremacy was being challenged.

He suggested that he "might" decide to take court action.

"There may or may not be some legal avenue we can open up for relief," he stated, "but we can express the feelings of the people of this area to the courts."

Telegram blanks, addressed to city, county, state and federal officials, were distributed. People at the gathering were urged to send messages protesting the Negro housing in the White district.

The meeting was held outside the Edison Center Civic Association Clubhouse, NW 63 Street and 11th Avenue.

Extra patrol car and motorcycle policemen were on duty during the meeting and later blocked White drivers from the Carver Village part of Knight Manor where some Negro families have moved in, near NW 68 Street and 11th Court.

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COPY

Developers Give Free Rent To FHA Aide, Rally Told

BY DON PETIT
Miami Daily News Staff Writer

A charge was made at Edison Center rally last night that an FHA representative was brought to Miami from Atlanta to "assist" **Malcolm Wiseheart** and **John Bouvier,** real estate developers, in obtaining federal aid in erecting new homes for Negroes in that community.

M. L. Todd, president of the Edison Center Civic assn., told some 600 persons at the rally, that the FHA representative, a Negro, is living in disputed Carver Village development at the expense of the two men.

Carver Village is a 67-unit apartment block that formerly was part of Knight Manors, a White area. The units were opened recently to Negro rentals over the objections of Edison Center residents. They are located at NW 68th st. and 11th ct.

"We have no fight with the colored people," said Todd. "They are our friends and they are entitled to decent housing the same as you and I."

He placed the blame for the situation in Edison Center on the Miami city commission, which he said found a loophole in a slum clearance law to block additional Negro housing in Miami.

Attorney William J. Pruitt, who has been retained by the civic group, urged the residents to "bombard city, county, state and federal officials with telegrams protesting the opening of part of Knight Manors for rentals to others than Whites."

Pruitt said "we will not let the socalled civil rights laws of this nation be interpreted to mean social equality."

He said that the White man is the greatest friend the Negro ever had and added that they were being "exploited by some people."

He too made reference to the Negro FHA representative who is reported to be in Miami.

"Within the past 48 hours," he said, "This man Thompson has been set up in Carver Village with all the luxuries possible to give him. It is adding insult to injury to move a representative in the same project we are protesting against."

Pruitt said he may file a suit to enjoin further expansion of the area.

"The suit," he said, "will be an expression of the people about how we feel about this proposition."

The rally was quiet and orderly, with mild bursts of applause at frequent intervals during the speeches. After it was over the residents left quietly.

The meeting was held outside the civic association's clubhouse, NW 63rd st. and 11th ave.

Miami Daily News
August 17, 1951

SECTION B

MIAMI DAILY

MIAMI 30, FLA., FRIDAY EVENING, AUG

BILL BAGGS

Of Disgrace And Danger

A lazy, aimless, summer cloud was dimming the moon, and, as the shadows grew darker, more and more people gathered on the narrow street.

We estimated the mass at 600, old and young, and some so young that they should have been in bed by that evening hour.

Mingled were the noises of laughter, talk and the impatient shifting of feet against pavement as the people waited for this meeting to start. The blend was a heavy, indistinct, uneven humming.

Soon, three men appeared on the small platform by the street, and the humming died away. One man, **M. L. Todd,** a leader in this Edison Center community, asked if everyone could hear him.

Mr. Todd explained why this community meeting had been called. Negroes, he said, were moving into an apartment house development in the community, and something "legal" must be done to stop it. He emphasized the something must be "legal," and he also emphasized that there should be no violence.

Why were Negroes moving into the apartments?

Mr. Todd blamed two men, **John Bouvier** and **Malcolm Wiseheart.** He said these two had built the apartments. Apparently for white occupancy. But now, as he told me earlier in the day, a corporation headed by some Negroes had received control of the apartments, and so Negroes were moving in.

After Mr. Todd, a minister got up and asked God for help in this situation.

Then, came William J. Pruitt, who had been retained as an attorney for the Edison Center community, and what he said, in angered, heated cries, was far from the quiet tenor Mr. Todd had used.

Land Needed

Mr. Pruitt spoke of Negroes trying to move in on the white man from all social corners. He referred to the Divine Plan which made one man white and one man black. He spoke of "white supremacy," crying

WPB Revenue Estimated At $1,445,500

Miami Daily News Bureau

WEST PALM BEACH, Aug. 17 — City Manager **Keith R. Chinn** said yesterday that the maximum amount of revenue which can be expected from the 28.5 mill levy set by the commission last Monday, is $1,445,500.

And that's based on 95 percent collectibility, the legal limit of expectation from ad valorem sources.

Chinn said the "take" breaks down as follows $921,500 for operating from the 20 mills levied for that purpose; $96,757 for pensions; $41,468 for funding bonds of 1936, for a total of $1,059,725 from non-exempt properties.

On the exempt properties side, this income results for debt service: $315,400 for refundings of 1944; $118,275 for refundings of 1936 for a total of $433,675 from that source.

The total from all sources comes to $1,493,400. But immediately deducted from that is an anticipated $47,900 loss as the result of discounts allowed those taxpayers who pay within the discount periods. Discounts start at 4 percent.

Chinn also said the amount of millage placed on exempt properties for the new fiscal year which starts Oct. 1, is .3 of a mill less than last year.

S. G. Trownsell, city tax assessor, had previously reported to the city commission there were 8,240 homesteads allowed for the new fiscal year, as compared with 7,615 for the current year.

State Seeks Workers For Cotton Crop

TALLAHASSEE, Aug. 17—(AP) —Employment is slack in central and south Florida. There are surplus construction workers in some areas of the state.

But the state industrial commission, which made these observations, is starting a labor recruiting service to harvest the cotton crop. Recruiters have been put to work in Escambia, Jackson and Holmes counties, Commission Chairman **Raymond E. Barnes** said yesterday.

Bitter competition for labor

YOU HATE MOSQUITOES? SM

Inexpensive small-scale mosquito control measur southern end of Dade is demonstrated here by **Charles** the poison-fume apparatus that smokes out mosquitoe **Fred Ramsey,** who loads avocadoes for Goulds Grow truck exhaust sends out similar fumes, harmless to quitoes. The simple apparatus drops a mixture on th pipe of any ordinary motor; the heat vaporizes the mi routing mosquitoes. The mixture: An oil emulsion cial solution of benzene hexochloride; either distilla Daily News Photos by Pierce.

Jaycees Gather In Fort Pierce

Special To The Miami Daily News

FORT PIERCE, Aug. 17 —Junior Chamber of Commerce leaders from Florida were due to begin gathering here this morning for their midsummer conference.

The conference will officially open this afternoon with a meeting of the state executive committee. A snack party and dance are scheduled for this evening at the Fort Pierce hotel.

The Saturday schedule calls for: Golf tournament starting at 8 a.m., state committee meetings from 9:30 to 11:30, president's luncheon at noon, first business meeting at 2 p.m., barbecue at the armory at 6, cocktail party at 8:30, dance at 9:30.

A business meeting Sunday

Land Ow Highway

BY MI

Special To

VERO BEACH, Aug. 17 deed the necessary right-of- placed in jeopardy the $7 Highway 1 through Vero B

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Land Needed

Mr. Pruitt spoke of Negroes trying to move in on the white man from all social corners. He referred to the Divine Plan which made one man white and one man black. He spoke of "white supremacy," crying out that the people of the South intended "to retain white supremacy until our dying days."

And, so shortly before, Mr. Todd had emphasized there should be no violence. He had urged calm thinking on the people.

I searched the faces of those people as Mr. Pruitt talked. They were clean, honest faces, but the severe lines some developed as he continued, and the hard clapping by some of them as he made a point, all this struck fear in me. As a boy, I had seen the same, good kind of people react in the same emotional way to this racial demagogism.

Not in any of Mr. Pruitt's references to this problem was the real, the basic causes of the problem presented. Certainly he did not refer to the fact that Negro leaders, 13 years ago, had begged city and county officials to give them more room somewhere, any where, so they could expand.

The town was growing, and so the Negro population was growing, too. But, by the traditions of the place, the Negroes—restricted to areas, and these areas were then getting crowded. The begging of 1938 had gone unheeded.

Undoing?

Earlier in the day, a Negro leader told me:

"The problem can be easily solved. Just get some land and tell us we can build on it. Negroes don't want to live near white folks, anymore than white folks want to live near Negroes. Our problem is we haven't any room to build anymore houses and our population keeps increasing."

This old man went on, a sad note in his voice:

"But, I fear that all kind of hot heads will get in this argument. The Communists, the Ku Kluxers, and all the other people who want to profit politically or economically and see that here's a chance to do it."

And, it is as this old Negro said, that a violent, race agitating affair will undo so much of the progress which has been made, by inches, in this town. That is the real shame here.

Perhaps, Mr. Pruitt and the others at Edison Center should direct their anger toward city and county commissioners. These men could help in a plan to make more lands available to our Negro population.

Certainly, there is enough land in this large county.

It is now past midnight, and as I think back over that meeting earlier in the evening, I feel depressed and weary. There is danger and disgrace in some of the words which were spoken tonight, and it comes at a very bad time. We need calm thinking to ease this problem in Edison Center. Not "White supremacy." Not emotional binges. But calm, honest thinking.

which starts Oct. 1, is 7.8 of a mill less than last year.

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But the state industrial commission, which made these observations, is starting a labor recruiting service to harvest the cotton crop. Recruiters have been put to work in Escambia, Jackson and Holmes counties, Commission Chairman **Raymond E. Barnes** said yesterday.

Bitter competition for labor between Alabama and Florida cotton farmers has brought some complaints of crossing state lines—which is against the law. Barnes said he conferred with **Joe Coleman,** director of the Alabama department of labor relations, and recruiters in both states will be warned.

The Florida commission also reported 14,123 persons were placed in jobs last month by the state employment service. Of the total, 702 were handicapped persons and 4,985 women.

New Language Classes Urged

TAMPA, Aug. 17 —(AP)— The State Chamber of Commerce would like to see Spanish and Portuguese taught in the lower grades of Florida schools.

That was one of the trade body's suggestions to better inter-American relations made at a quarterly meeting of directors here yesterday.

The chamber also urged businessmen to spend more time preaching free enterprise to farmers, laborers and other groups and to get away from the practice of praising it to other businessmen who need no encouragement.

Defiance of communism dominated the annual statement of policy of the group. It urged a speedy, honorable and successful end to the Korean war.

Consultant Named

JACKSONVILLE, Aug. 17 —(AP)— **Harvey A. Page** of Fort Myers has been named pasture consultant of the Wilson & Toomer Fertilizer co., to operate out of Tampa, the company said here today. He was graduated from University of Florida in 1949.

Jaycees Gather In Fort Pierce

Special To The Miami Daily News

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A business meeting Sunday morning will bring the conference to a close.

Three to four hundred Jaycees and their wives from throughout the state are expected to attend.

Property Owners To Seat Officers

Miami Daily News Bureau

WEST PALM BEACH, Aug.17 — **Mrs. Edith Snyder,** president of the local Property Owners and Managers Assn., will install new officers of the Riviera Beach branch of POMA at a meeting at 8 o'clock tonight in Community Hall there.

Mrs. Snyder said **F. O. Dickerson,** local attorney, will be speaker for the occasion and **Cecil Bender,** a past president of the local POMA, will be master of ceremonies.

The public is invited to the installation.

Deadline Near On Tax Records

Special To The Miami Daily News

VERO BEACH, Aug. 17—Only two days remain for Vero Beach property owners to check the new assessment placed on property in the new city tax roll.

The new assessments have been set up by Hunnicutt and Associates, valuation engineers of St. Petersburg. The firm was hired by the City of Vero Beach to make a reappraisal of all properties within the city limits.

The records are now available to Vero Beach property owners and may be inspected on the second floor of the city hall today and Saturday between the hours of 9 a.m. and 5 p.m.

Land Ow Highway

BY MIRI

Special To T

VERO BEACH, Aug. 17— deed the necessary right-of-w placed in jeopardy the $700, Highway 1 through Vero Bea

The project from the north the south city limits is schedul to include the widening and p ing of the highway, the instal tion of curbs, gutters, sto sewers and sidewalks.

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City and county officials ha already held a special meeti seeking a solution to the tie

It was pointed out that if pr erty owners on the present hi way make it impossible to obt the necessary rights-of-way, t only alternative will be the of another route along the In an River front from the so county line to the east end Miracle Mile.

It was also pointed out th the state road department a propriation is included in t 1951 state road departme budget and could be dropped the project is not started t year. None of the $700,000 can used for the purchase of righ of-way. These funds must co out of the tax payers' pocke

City and county officials ha indicated they do not have t funds to spend on rights-of-wa They have issued an appeal property owners to deed t rights-of-way in order that t improvement project may carried out immediately.

The possibility of condem tion proceedings is being avo ed due to the slow process a high expense involved.

Seven months have alre been spent on the rights-of-w job with time running short this phase of the project. area now awaits the results their latest public appeal to property owners in order t the project may begin.

Brevard Teachers Report For Work

Special To The Miami Daily News

COCOA, Aug. 17 — Breva county teachers have alrea reported for work and the co ing registration which is sch duled for the week of Aug. 2

A 25 percent increase in st dent registration is expect this fall over last September enrollment throughout the co ty. This represents an increa of more than 1000 pupils o the 4300 enrollment figures 1950.

WPB Meeting To Decide Future Of Traffic Board

Miami Daily News Bureau

WEST PALM BEACH, Aug. 17—The future of the County Traffic assn. hinges on a meeting of the association's board sometime this month, according to **Vincent R. Gorham,** chairman.

"Whether the County Traffic association will continue in existence after Aug. 31 will be decided at meeting of the CTA board sometime this month", he said yesterday.

Gorham said plans for the association's future are subject to question, since the port of Palm Beach has withdrawn its contribution, and plans to set up its own traffic bureau.

The port paid the $7,500 a year salary of Ralph M. Brown, association manager, and that support ends Aug. 31.

Brown said previously that "while I have resigned as traffic manager of the Port of Palm Beach, effective Aug. 31, I will continue my present duties as traffic manager of the Palm Beach Traffic Association, inc."

But Gorham cast a doubt on that statement when he said the association has no provision for payment of Brown's salary. He added "I don't see how the associaiton can continue without support of the city and county."

While there has been no official indication as to the city's feeling in the matter, there have been rumors that a majority of the city commission does not favor continuation of its support. The city went into the setup, it was recalled, on a tentative basis a year ago to "see how the plan works out". The commission said then its future contributions — if any — would depend entirely upon what occurred during the year.

For Carrier Delivery of Th

MIAMI DAILY NEW

CALL

CITY	TEL. NO
Belle Glade	294
Boca Raton	341
Boynton	444
Clewiston	41
Dania	2-1038
Daytona Beach	6593
Delray	6642
Deerfield	2031
Ft. Lauderdale	2-2781
Ft. Pierce	26
Goulds	531-W
Hollywood	2-7831
Homestead	1053-W
Key West	20
Lake Worth	8-8041
Melbourne	559-J
Tavernier	Tav-1
Vero Beach	2438
New Smyrna	238-W
Orlando	8-778
Pahokee	3113
Pompano	5081
Stuart	9134
W. Palm Beach	8041

INDIGNATION MEETING!

CITIZENS OF THE NORTHWEST SECTION ARE INVITED TO ATTEND A HUGE RALLY AT NORTHWEST 63rd STREET AND 11th AVENUE (EDISON CENTER CLUB HOUSE) THURSDAY EVENING, AUGUST 16th AT 8:00 P. M.

PLANS WILL BE FORMULATED TO LEGALLY AND LAWFULLY PREVENT THE INFILTRATION OF THE COLORED RACE INTO

PLANS WILL BE FORMULATED TO LEGALLY AND LAWFULLY PREVENT THE INFILTRATION OF THE COLORED RACE INTO HOUSING AREAS AND NEIGHBORHOODS LONG ESTABLISHED AS HOMES FOR WHITE PEOPLE.

THE PROBLEM THAT HAS RECENTLY SPRUNG UP IN THE NORTHWEST SECTION IS OF GREAT CONCERN TO ALL WHO DESIRE TO PREVENT A SPREAD OF THIS CONDITION.

JOIN MAMMOUTH MOTORCADE FORMING AT THE CLUB HOUSE ON THE SAME DATE AT 6:00 P.M., RETURNING IN TIME FOR MEETING.

This Is Your PROBLEM

BE PRESENT

EDISON CENTER CIVIC ASSOCIATION INC.

FROM: MIAMI HERALD
AUGUST 3, 1951

POLICE PROBE RACIAL THREATS OVER HOUSING

Posting of signs threatening Negroes was under police department investigation Thursday after large numbers of the placards were discovered in the general area of Knight Manor project, center of a housing controversy.

Patrolmen W.E. McComas and L.W. Perkins reported the 14-by-20-inch placards were posted in an area of two blocks in Edison Center, north of 62nd Street.

"Niggers stay out of Knight Manor or else," was the wording on the blue and white cards.

Both policemen in their report said that the signs were the apparent outgrowth of recent friction in which some residents contend the Knight Manor owners plan to sell one of the units and that it will be converted to Negro apartment use.

Recently an Edison Center delegation urged the city of Miami to purchase the 438-unit project for public housing as "the only solution to a situation that threatens the whole (Edison Center)area."

The commission split 3-2 with the majority opposing.

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COPY

FROM: Miami Daily News
August 2, 1951

STAY OUT OF KNIGHT MANOR, CRUDE MESSAGE WARNS NEGROES

A warning to Negroes to keep out of Knight Manor was being investigated today by police who were trying to connect the incident with a campaign being waged against infiltration in Edison Center.

Patrolmen W.E. McComas and L.W. Perkins were called to the home of Thomas W. Blue, a Negro, of 1201 NW 68 Street, this morning. Blue showed them a penciled warning on the back of a printed poster. It read:

"Niggers stay out of knight manner, or else."

The opposite side was a printed poster bearing the words: "Protest to Negroes Now. Renting in Black and White Project at NW 68th Street and 11th Avenue."

Police reported they found many of the latter signs in the Edison Center area north from NW 62nd Street.

###

COPY

Dec. 13, 1951

Mr. Joseph A. Houchins
Specialist, Negro Statistics
Bureau of the Census
Washington 25, D. C.

Dear Mr. Houchins:

Thank you for sending the regional summary of U. S. housing characteristics.

We realized at the time the article was written that this report with the non-white data for the South would be forthcoming. With the individual reports coming out so slowly we went ahead and used the material on the thirteen metropolitan areas when that series was complete.

With best wishes.

Cordially,

Anna Holden
Research Assistant

HF - AH

Housing Negro

DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
WASHINGTON 25

IN REPLY REFER TO:

RECEIVED
DEC 8 1951
Southern Regional Council

December 6, 1951

Mr. George S. Mitchell, Executive Director
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Mitchell:

I have just read the New South's October 1951 article entitled "Housing in Our Cities," and I want to call to your attention the enclosed copy of "Housing Characteristics, by Regions: April 1, 1950." You will note that this report presents separate data for the South.

With best wishes.

Cordially yours,

Joseph R. Houchins
Specialist, Negro Statistics
Bureau of the Census

Enclosure

Housing

December 21, 1951

Mr. Amos T. Burrows, Jr.
Executive Director
Charlottesville & Albemarle Community Chest
Box 277
Charlottesville, Va.

Dear Mr. Burrows:

Very nice to have your letter.

I have scratched around a little by phone and with with friends.

Atlanta now boasts about two thousand units of new, privately financed Negro houses. A good deal of it was put on to gaps or cleared spaces in existing Negro areas of the city. Brick houses, rooms too small, but clean and new. Rents too high. They average around $45 a month. Some less. In addition to this, there is a brand-new 552-unit High Point Homes, which set out, admittedly, to reach an above-middle-income group and did so. The rents there are $45 to $55.

I am told that the standard device is to get a life insurance company to float the development at 4% and then get the loan insured by FHA, which adds another ½%. That makes it private money, but private money that can be tempted out because of the federal guarantee.

There seems to be a good deal of opinion that Negro housing of this kind is a mighty good investment. Occupancy is right up to the jamb at all times. A few people have had fears that in the new depression occupancy couldn't hold up at present rentals, but those persons are few.

The best advice is to make a case study of the number of persons needing new houses, the rents they could pay, and the places where the new houses could go. In this connection, I commend the relevant pages of our Manual for the Home Town Self-Survey. Copy coming to you separately.

I am told that Raleigh has some housing of this kind, and so has Birmingham, and so has Orlando, Florida.

The main problem is to talk your many landlords into understanding that the Negro population has now grown sufficiently in income and in its standard of amenity for rents much higher than old slum shack rents to be paid. When the business began here many people shook their heads and said, "No colored people will ever pay any kind of rent like that." But colored people did, and gladly. The truth is, they have never had opportunity, or until lately, the money for decent, American-standard housing.

It doesn't have to be upper middle. It can be lower middle in standard and still be compellingly superior to what most Negroes have got.

Some other leaflets about Atlanta developments are coming up too.

Still one other thing. About three years ago the Atlanta City Council passed a pretty tight ordinance requiring inspection of all slum houses and making them pass minimum requirements on weather-tightness, sanitation, space, etc. They did put on the inspectors, and though slowly, the pressure has made landlords put substantial improvements into six, seven, or eight hundred former shacks. It isn't anything magical, but the appearance of the poorer quarters of the city has been a good deal improved. The rotten porches have been replaced. The gaps in the weather boarding aren't there any more. There's a lot more paint. And I hope there are some more bath tubs. Most of this was pushed through by a single member of the City Council who just kept at it.

If I knew any more I would tell you, but I don't.

Charlottesville is my ancestral home town. I descend out of the house called Locust Grove. All betterment to Albemarle County.

Sincerely,

George S. Mitchell
Executive Director

CSM:ec

CHARLOTTESVILLE *and* ALBEMARLE
COMMUNITY CHEST
EAST JEFFERSON STREET : P. O. BOX 277
DIAL 2-5350 CHARLOTTESVILLE, VA. RED LAND CLUB

December 18, 1951

RECEIVED
DEC 20 1951
Southern Regional Council

Mr. George S. Mitchell
Southern Regional Council
63 Auburn Avenue
Atlanta, 3, Georgia

Dear Mr. Mitchell:

Some form of public housing is not only badly needed in Charlottesville, but is receiving considerable consideration. Since there is great antagonism to accepting federal assistance, here, we would like to know of any efforts anywhere in the country which have successfully financed housing for low income groups without using federal money. Naturally, if private capital has done the job somewhere, that would be of special interest.

Could you tell me anything about any communities which have developed housing for low income groups without using federal money ?

Thank you very much for whatever information you may be able to provide.

Sincerely yours,

Amos T. Burrows, Jr.

Amos T. Burrows, Jr.
Executive Director

ATB/mr

Merry Christmas!!

Housing

October 9, 1951

Mr. Morton B. King, Jr.
Box 473
University, Miss.

Dear Mr. King:

Nice to hear from you and nice to know that you have been at Chapel Hill and are now at Oxford.

Atlanta is the fortunate possessor of a nearly new, better-off Negro housing development. It is called High Point Apartments. It has 452 units, I believe. Two or three men here with money, pushed along by an energetic and right-minded lawyer, borrowed from FHA (under a now expired title of the law) and built it. Pretty big loan. I forget how much. And I would guess that the FHA part was 90 or 95 percent. Practically all the real estate people and all of the hereabouts federal housing people ridiculed the idea. Negroes would never pay middle-class rents. The whole race was so accustomed to $15 a month for house rent that it was absurd to suppose that 450 families could be found that would be willing to pay commercial rates for good accomodations.

This lawyer wouldn't believe them. With help from various places, he made a sort of survey and convinced the backers of the plan that the would-be renters were available. It took some hauling to get the thing approved by the government.

Well, there it is. A spacious piece of ground three or four miles from the middle of town. Each building has four or maybe six apartments. I think one-bedroom units rent for $44 a month and two-bedroom units for $55 a month. Green grass, curving streets, trolley bus service, shopping center.

He had a few anxious weeks as the houses were being finished and were there in the mud without the final utilities (street lights, trolley bus). He was afraid it was going to be slow in filling up. But within a few weeks after it was finished it was jam-full, and has stayed full with a mounting waiting list.

My friends in the Housing Authority tell me that your proper official to be in correspondence with is Mr. M. B. Satterfield, Director of Public Housing Administration, Glenn Bldg., Atlanta, Ga. Nobody here has any record of the existence in Oxford, Mississippi, of a local Housing Authority. If you haven't got one, you would have to set one up under Mississippi State laws. That's perfectly feasible.

My guess is that what you want to do could be got in under the so-called "low rent housing program," in which the family incomes don't go over approximately $2,500. But if you want it for a higher income group, there are present provisions of law which might fit.

I have seen evidences ~~xxxxxx~~ here and there that the idea of decent, Middle-class housing for Negroes as a commercial proposition is catching on.

If we can help you in any way, let us know.

Sincerely,

George S. Mitchell
Executive Director

GSM:ec

MORTON B. KING, JR.
BOX 473
UNIVERSITY, MISSISSIPPI

RECEIVED
OCT 8 1951
Atlanta Regional Counc

Oct. 5, 1951

Dear Mr. Mitchell,

Perhaps you recall our letters and phone calls last Spring during my attempt to plan a summer's activities. I wound up at Chapel Hill, studying a bit the first ~~tension~~ and finish knitting in Dan Price's Statistics course the second.

Since my return, I have interested one of Oxford's citizens with real estate interests and some spare money in a housing development for Negroes. In this university town, we have a sizeable group of middle and upper-middle class Negroes. You may imagine what their housing "opportunities" are. My friend believes that 50 to 75 units can be absorbed at once and others later.

Can you inform me what federal agency is or could be interested in a Negro housing project, perhaps with a shopping center included? If you have any literature handy, I'd appreciate seeing it. Or, could you send me the name and address of the person and agency to whom I can write? If the latter, is there any "line" which it would be helpful to follow even in an initial letter?

Sincerely yours,

Morton King

Housing

THE ATLANTA MUTUAL BUILDING LOAN AND SAVINGS ASSOCIATION

186 Auburn Avenue, N. E. Telephone, MAin 1377

ATLANTA, GEORGIA

June 5, 1951

Dear Mr. Fleming:

Several days ago I wrote you about a group of people who were interested in buying and developing several large tracts of land for housing in Fulton County. You may also recall that the persons, attending the first informal meeting, not only agreed that the idea of buying and the location of the land were excellent, but that the idea was a sound business proposition.

Upon your request I have signed the option to buy the land which we considered. However, there are several important steps that must be taken in order to complete the purchase of the land, and we must proceed at once to raise the funds to buy the land. Therefore, I wish to invite and urge you to attend a meeting of the group on Thursday night, June 7th at 8:00 P. M. The meeting will be held in the offices of the Atlanta Urban League.

Looking forward to seeing you and others that you may have interested in our project, I am

Yours sincerely,

J. P. Whittaker

J. P. Whittaker
Temporary Chairman
Western Land Inc.

Mr. Harold Fleming
63 Auburn Avenue, N. E.
Atlanta, Georgia

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JUN 6 1951
Southern Regional Council

Negro Housing

THE ATLANTA MUTUAL BUILDING LOAN AND SAVINGS ASSOCIATION

186 Auburn Avenue, N. E. Telephone, MAin 1377

ATLANTA, GEORGIA

April 18, 1951

Dear Mr. Fleming:

On Monday afternoon I talked with several people who are interested in a huge housing development for Negroes in the city of Atlanta. I have felt it my responsibility to let you know from the beginning what is being contemplated.

I would like to have you meet with me ~~Friday~~ Thurs., April ~~20th~~ 24th, at the Atlanta Urban League office, 8:30 P.M., to discuss the plan and idea.

Sincerely yours,

J. P. Whittaker (R.)

J. P. Whittaker

Mr. Harold Fleming
Southern Regional Council
63 Auburn Aveenue, N. E.
Atlanta, Georgia

RECEIVED
APR 19 1951
Southern Regional Council

PAUL D. WILLIAMS, RICHMOND
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HAROLD C. FLEMING
DIRECTOR OF INFORMATION

Southern Regional Council, Inc.
ROOM 432, 63 AUBURN AVENUE, N. E. ATLANTA 3, GEORGIA

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in the South.

December 27, 1949

Mr. R. E. Matheson, State Director
Federal Housing Administration
101 Marietta Building
Atlanta, Georgia

Dear Mr. Matheson:

I write to add my warm endorsement to the project proposal by Housing, Inc. adjacent to old Clark University.

I have worked closely for some years with the Negro community in Atlanta, and I know the pressing need for modern accommodation for the middle income group.

I greatly hope it will be possible for F.H.A. to assist the financing of this project.

Sincerely,

George S. Mitchell
Executive Director

GSM:wgd

Housing

February 13, 1952

Mr. Hubert Jackson
National Housing Agency
250 Auburn Ave., NE
Atlanta, Ga.

Dear Mr. Jackson:

Here are the two items from Charleston.

Mrs. St. Julien Childs, 73 King St., Charleston 4, who wrote me a letter that came with them, described Mr. Tamsberg's letter as "evasive and misleading." She said the project managers continue to keep the recreation halls locked up and refuse tenant requests to allow kindergartens, and so on, in the halls. "Also, of course, the 'stability' of their personnel and the number of Negroes employed (as painters and carpenters, etc.) have nothing whatsoever to do with our request for an active sub-committee to work for a change in the management. It is really very plain what could be said to the Housing Board, but if we cannot get actual project dwellers to come out in the open and push the matter again, and hard, I don't know how effective we'll be."

She spoke of Mr. Harris and Dr. McFall as being extremely busy. "Perhaps if Mr. Jackson comes back, he can help us."

Sincerely,

George S. Mitchell
Executive Director

GSM:sc
Encls.

Housing

February 13, 1952

Mrs. St. Julien R. Childs
73 King St.
Charleston 4, S. C.

Dear Mrs. Childs:

Very many thanks for your own letter and the correspondence with the housing people.

I have been in touch with Mr. Hubert Jackson, 250 Auburn Avenue, N. E., and hope that he will find an opportunity within the next six or seven weeks of being in Charleston.

The head of the Catholic Committee of the South, Father Maurice Shean of Rock Hill, is to be in Atlanta February 22 at a meeting here at the Council, and I will talk with him about trying to get Bishop Russell as a member. I have met Bishop Russell and am pleased to have your gracious description of him.

With warm regards,

Sincerely,

George S. Mitchell
Executive Director

GSM:ec
Dictated but not read.

Housing

August 16, 1951

Mr. Hubert Jackson
Atlanta Field Office
Public Housing Administration
250 Auburn Ave., N. E.
Atlanta, Ga.

Dear Mr. Jackson:

We have had a letter back from our friend in Charleston who is interested in housing matters there.

She has been working with a Mr. Harris, whom she finds helpful, and proposes, with his help and with the concurrence of Dr. W. W. Jones (Negro Citizens' Committee), to form committees of tenants, one committee for each project, who, in cooperation with people from the Interracial Committee, will try to see Mr. Clement and present written requests to him.

I think they will ask at the beginning for qualified Negro personnel to be hired as vacancies occur in the existing projects and for Negro personnel to be used exclusively on the new one to be built. They will also try to get modern cooking and heating facilities in the new project.

For your own files, my information is that Missel and Dotterer are no longer members of the local housing authority. New members are John J. Irwin, C. E. Roberts, and A. J. Tamsberg (sp?).

Our correspondent over there is Mrs. St. Julien Childs. She is a trustworthy and conscientious person, and I hope that she will be able to get the assistance of enough other people to make things move.

Mr. Via and all of us are grateful for your kind help.

Sincerely,

George S. Mitchell
Executive Director

GSM:ec

Mrs. St. Julien R. Childs - 73 King Street - Charleston 4, South Carolina

Dear Dr. Mitchell,

The answer from the housing board at last came. It is evasive & misleading, as project managers keep the recreation halls locked up, and refuse tenant requests to allow kindergartens, etc, in the halls. Also & cause the "stability" ~~and~~ & their

personnel and the number of Negroes employed (as painters & carpenters, etc.) have nothing whatsoever to do with our request for an active sub-committee to work for a change in the management. It is really very plain what could be said to the Housing Board, but if we can not get actual project dwellers to come out in

Mrs. St. Julien R. Childs - 73 King Street - Charleston 4, South Carolina

re. open and push the matter a fair & hard, I don't know ~~what we~~ how effective we'll be. Mr. Harris, Dr. McFadden are too busy, and just on my own I don't seem to have the right organizing. Perhaps if Mr. Jackson comes back soon, he can help us.

I believe Bishop John Russell

if properly approached, & perhaps

by a Catholic Board Member,

might join the ranks of the

S.P.C. If he did, he would

certainly be an acquisition -

a prelate of charm and tact.

We are looking forward to Mrs. Tilly's

Faithfully yours

Margaretta Stokes

August 2, 1951

Mrs. St. Julien Childs
73 King St.
Charleston, S.C.

Dear Mrs. Childs:

I promised some further answer to your letter of mid-July on the housing matter.

Charleston is not the only city with exclusively white personnel for Negro projects, but it is one of the very few remaining ones, and is an outstanding example. In other instances serious efforts have been made at one time or another to change the practice, but Charleston seems impervious to suggestions in this regard.

It is to be noted that local housing authorities have autonomy as to personnel and salaries.

The matter of the staffing of the Negro units at Charleston has been up for a long time. For some ten years no race relations officer from the regional office of the housing agency was "allowed" at the projects, and they have only once, I believe, been visited by such an official (October, 1950). Even on this occasion it was not possible to talk with the director, Mr. Clement.

We are told that all but one of the Negro projects have ice boxes, whereas all the white units have electric refrigerators. White units have standard central heating units; most of the Negro units rely on a cook-stover for heating as well as cooking. There is no evidence of any tenant program; established recreation rooms have been discontinued with the excuse that they were excessively abused, but seemingly no remedial steps were taken. All in all, the philosophy of the local housing personnel seems to be to provide shelter only, which falls much below the intent of the Housing Act.

Regional authorities (here in Atlanta) are supposed to be officially concerned, and to wish for correction, but no immediately impending steps are known.

Everyone would be helped by local citizen activity. We are advised that the following Negro citizens would quite probably be helpful:

Dr. Thomas C. McFall, 91 President St.
Dr. John A. McFall, Sr., 70 Bogart St.
Mr. A. J. Clement, Mgr., North Carolina Mutual Life Insurance Co., 208 Comings St.

If a committee would get together a report, giving the shortcomings and discriminations, it should be taken by the committee to Mr. E. D. Clement, and an effort made to get his written reply, giving the stated policies of the local housing authority. If this should not result in correction, the Mayor should be approached. He appoints the commissioners who control local policy and the director.

The members of the Commission are:

Dr. Josiah E. Smith, Chairman
J. Arthur Johnston, Vice Chairman
Leon R. Collier
Mrs. Clelia P. McGowan
Mrs. Harry O. Whittington
E. Gaillard Dotterer
Louis G. Missel
(The last three above enjoyed appointments which expired in 1950, but they were subject to reappointment, and may have been.)

If the Commission or the Mayor provides no remedy, then the citizens committee should appeal to:

Director
Atlanta Field Office
Public Housing Administration

I do think all this is much worth doing, and don't believe you will have to unravel more than some of it before the corrections needed begin to appear!

We'll be glad at any time to do what we can here.

Cordially,

George S. Mitchell
Executive Director

GSM:ec

Memo . . . FROM THE DESK OF
GEORGE S. MITCHELL

July 27, 1951

MEMO TO EMORY VIA

Dear Emory:

Can't you take this down to whoever is the man who heads the peace work in the housing agency and have a talk with him about it and advise me so that I can write to Mrs. Childs. She is a good egg.

G. S. M.

Public Housing Projects in Charleston, S.C.
(a response to questions raised by Mrs. St. Julien R. Childs)

A conference was had with Hubert Jackson, Race Relations Officer, Atlanta Field Office, Public Housing Administration by Via to discuss the general picture of the Negro housing projects in Charleston. In this type of unofficial approach Jackson would rather remain unknown, but he will give complete cooperation.

The regional housing authority has had trouble with the Charleston set up since its inception. The complaint has been almost entirely around the administration of the Negro units, and in large measure it has centered around the director, E.D. Clement.

For ten years a race relations officer was not "allowed" in the project. Jackson finally got in during October, 1950, but even then never actually saw Clement who managed to "just miss" him at every turn.

The picture is one of general discrimination as compared to white units in the area and some poor practices whether compared to anything or not. For the most part Mrs. Childs seems to be aware of these elements in the situation.

All but one of the ~~ppp~~ Negro projects have ice boxes; most of the white units have electric boxes. White units have standard central heating units; most of the Negro projects rely on a cook stove for heat as well as kitchen purposes. There is no evidence of any tenant program; established recreation rooms have been discontinued with the excuse that they were ~~xxxxxxxxxxxxxx~~ excessively abused, but seemingly no remedial steps were taken.

The philosophy of the local housing personnel seems to be to provide shelter only which falls far below the intent of the Housing Act.

Charleston is not the only city with exclusive white personnel for Negro projects, but it is the outstanding example and the one that seems to cause the regional office the most condern. Most other projects at one time or another have tried some break in the system. There are very few projects with white personnel besides Charleston and it is agains the general policy of the Housing Administration.

Local Authorities have autonomy in personnel and salaries.

Jackson feels that the regional office is doing all that it can officially do, and this means that they are still working on it. He didn't imply that he saw a break in the situation, and welcomed community and other interest in the whole affair.

Jackson would be willing to confer with a local committee either here or in Charleston, and is planning tentatively to be in Charelston in the early fall. He would appreciatie informal information as to any progress made.

Charlesto Housing, cont.

Suggested course of action:

Contact the following Negro leaders who seem to be interested and willing to act:

Dr. Thomas C. Mc Fall , 91 President St.

Dr. John A. McFall , Sr., 70 Bogart St.

Mr. A.J. Clement, Mgr. N.C. Mutual Life Insurance Co.
208 Comings St.

Assemble a report which documents the needs, discriminations, mal-practices, etc.

Take the report and go see E.D. Clement, the Director of housing authority in Charleston. By all means attempt to get his reply in the form of a written statement, so that it may be shown what the stated policies of the local authority are.

If there is no satisfaction here then the Mayor should be approached for he appoints the Commisioners that control local policy and the Director. Also approach the Chairman of the Commission and/~~pt~~/~~p~~/ other commisioners that might be especially helpful.

Members of the Commission:

Dr. Josiah E. Smith, Chairman - Physician
J. Arthur Johnston, Vice Chairman - School Executive
Leon R.Collier - Manufacturer
Mrs. Clelia P. McGowan - Social Worker
Mrs. Harry O. Whittington - Club Woman
E. Gaillard Dotterer - General Contractor
Louis G. Missel - Brick Mason

Term of office due to expire in 1960. Subject to reappointment

If there is still no remedy in sight, then an appeal stating the findings of the committee and the procedures followed should be made to

Director
Atlanta Field Office
Public Housing Administration

The hand of the regional office will be greatly strengthened if there is an active and concerned local committee.

Mrs. St. Julien R. Childs - 73 King Street - Charleston 4, ~~North~~ South Carolina

RECEIVED
JUL 16 1951
Southern Regional Council

Dear Dr. Mitchell,

Am eager to start a little movement here to get qualified Negro personnel to manage Negro housing projects. While managers and bookkeepers are employed in the few housing projects now municipal, at the start

federal. We were given to understand
in 1946 by an [Urban League man
that Charleston was the only
place in U.S. where Negroes
were not ~~asked~~ as project officials
for their own group. Do you know
whether this is so?

I am to get up a group of
representatives from each project,
call on the executive director

Mrs. St. Julien R. Childs - 73 King Street - Charleston 4, North Carolina

with enclosed letter, and ask
his cooperation. I know from
the time of the U.S. Survey that
he is a narrow old bigot - He
would not so much as receive
the Urban League man, a Negro
Mr. Boyd, ~~to~~ in his office, but told
him if the printed material
did not suffice, he would write

7. Housing headquarters in Atlanta.

So I don't anticipate any easy

first round - victory here! [Do you know the housing conditions in Atlanta, & must we work through Senator & Congressman?]

There is good chance for

Negro housing unit here in

immediate future, so I believe

this is good time to get started.

I would certainly appreciate

your advice and suggestions,

instead of I realize that "here" is all

Mrs. St. Julien R. Childs - 73 King Street - Charleston 4, North Carolina

though this letter would look better. But one of the discouraging things is my inability to get Negro leaders to work with me, to give much to any small civic improvement, attention. ~~In~~ One or two are stronger talk and ~~and~~ fulsome complimentary say about the police, but as for planning, trying to see the numerous people like

Planning Board or County Delegation
(who have appointed the School Board).
That is not for them to do. Dr. W. W.
Jones, who is the S.C. executive
committee of the SRC, may have,
as he claims to, great political
influence with one or two County
magnates, but what he does
with his influence, if he does have it,
for the No. 2 Community, is
more than I have been able to

Mrs. St. Julien R. Childs - 73 King Street - Charleston 4, North Carolina

district, Mr. John Harris, the chairman
of our Interracial Committee,
teaches school in Beaufort, along
way N, six days a week, and
in the summer he goes N to
2 week interracial institutes ~~schools~~
at Fiske & Methodist church
In other communities
prw news.
is it so hard to find Negro

leaders, do you think it?

About ~~two~~ a years ago at the time of an election Mrs. Simons intimated pretty clearly that she was through as far as helping the Negro community financially. In their innocence and like infinite people of a similar class, the Negroes had been asking the legislature candidates for 100. or perhaps 500.

Mrs. St. Julien R. Childs - 73 King Street - Charleston 4, North Carolina

for the delivery of "the Negro vote."

As far as I am concerned, whatever the Negroes as individuals or as a large group do, I am never so shocked or disgusted at them as I am at the better fed, better educated, more learned white people who do absolutely nothing

to acquaint themselves with the material and spiritual needs and conditions of one half of the population.

Would you send ~~two~~ one copy of last publication - "Negro Municipal Employees" to The Honorable O. T. Wallace, 49 Broad St. Charleston, and one to the Honorable William McG. Morrison, Mayor of Charleston City Hall, Charleston, S.C.

Mrs. St. Julien R. Childs - 73 King Street - Charleston 4, North Carolina

and bill me for some. I am enclosing two slips to go into here. There is an run-off election July 24. I am my belief that the Negroes took a more active part than hitherto, and voted for two of the three candidates.

This is a dreadfully long and unremunerative letter to burden you with in July! ~~You~~

Hope you really will get down to Charleston before too long.

Margaretta Childs

Please return.

Mr. E. D. Clement, Executive Director,
Housing Authority for the City of Charleston.

Dear Sir:

We would like to ask the Housing Authority, if and as circumstances permit, for the appointment of qualified Negroes as managers, clerks and bookkeepers in the housing projects for Negroes - specifically in Ansonborough Homes, Wraggborough Homes, Meeting Street Manor and Gadsden Green Homes. We believe this change would greatly improve the morale of the tenants, and result in full and yet careful use of such facilities as the recreation rooms now locked up. We are confident that skillful, sympathetic management by properly qualified Negroes would tend to raise the standards of conduct and culture among our people, which, as well as providing decent shelter, was one of the aims of the Federal Housing Act.

We are not asking for an immediate change. We wish to take no white person's job. We ask at this time only for recognition of the principle that qualified Negroes should administer Negro projects, and the assurance that if and when vacancies occur, and when any new units are built, Negroes will be considered as applicants and accepted if capable.

Housing discrim. (?)

UNIVERSITY OF TAMPA

TAMPA 6, FLORIDA

ELLWOOD C. NANCE, PRESIDENT

OFFICE OF THE PRESIDENT

February 28, 1952

RECEIVED MAR 17 Southern Regional Council

COPY

Mr. Les Clements
c/o Williams and Burrows
Southwood Home Builders
San Francisco, California

Dear Mr. Clements:

I was returning home the other night on a plane from Miami where I had delivered an address on "Brotherhood or Barbarism" to the University of Miami, (the meeting had been sponsored by the Miami Round-Table, which is supported by good Catholics, Jews and Protestants of that area who want to keep our democratic way of life in good repair) when I picked up TIME MAGAZINE and read what had happened to two young American citizens in San Francisco who were denied the privilege of owning and living in a house, in a certain district, because their complexion happens to be of another color than yours and mine: because their racial background is Chinese.

I know I will sound like a softy when I tell you that I shed tears when I read that you had told the young Chinese couple that they were mistaken in believing that the people of our country still believe and think like Lincoln and Washington. The tears were shed on our behalf and not for the young Chinese mother and father.

If we no longer believe in the basic ideals of Lincoln and Washington, then this is the beginning of the end for our country. And as I reflect on the general corruption of our civic life, especially on the crime and corruption that is winked at and tolerated by our top level officials in the National Government, I am inclined to believe you are right when you say we have departed from the ways of Washington and Lincoln.

Mr. Clements, my son, my son-in-law and more than two hundred of my academic sons from the University of Tampa, not to mention hundreds of thousands from every section of our great country, are now in uniform in the Armed Services preparing to defend this country against a potential enemy that is also against the basic teachings of Lincoln and Washington. The story of what you and your fellow citizens have done to Mr. and Mrs. Sheng is now being circulated in Communist Russia, through the press and radio. "This is how democracy is practiced in the United States," they are saying. The Communists never miss an opportunity to point out our lack of real brotherhood, our bigotry, prejudice and discrimination.

I understand you are a veteran of World War II. I am a fellow veteran of both world wars. I was a Chaplain in the last war. I have seen men of races and creeds, including Chinese, die for our country because they loved its traditions, its liberties, its institutions. Some of the highest awards and military honors of our country have been bestowed on our soldiers of oriental lineage. I have spent a terrible night in a shell-hole, under fire, with Chinese soldiers who were fighting for "Our Cause." Some of them were wounded and I noticed their blood was not different from that which flowed from the wounds of other men. Our Christian Scriptures tell us that "God hath made of one blood all nations..."

Mr. Clements, I need your help - your advice. I am a college president. Some of my boys and a few of my girls are leaving for the Armed Forces every week. I always try to give them a parting word. I exchange letters with many of them when they have reached camp and overseas. I am also a member of the Third Army Advisory Committee. Beside by farewell messages to my own students I am frequently called upon by the Army to speak to draftees and recruits on what we are fighting for. I also write letters to my son and my son-in-law.

If you were in my position what would you say to these young people?

Should I tell them that we want to keep this country safe for the Caucasion citizens of America, the Negro citizens, the Catholics, Protestants, or the Jews, members of the Labor Unions, members of the American Bankers Association, or the National Association of Manufactureres: Shall I evade telling them that from the beginning of the American Revolution to the present time that men from every race and creed under heaven have fought and died for the heritage which they are now being asked to defend?

One of my young students who will soon be "selected" to serve in the Armed Forces is Chinese. His father is one of my most distinguished scholars and professors who hates communism as do his son and daughter and wife. He wants his children to love and serve our country.

Shall I tell Donald Ho that if he is fortunate enough to return from Korea or some other American battlefield that some of his Caucasian buddies may not let him live in their neighborhood? Please call in some of your fellow veterans and some of your 178 neighbors who exhiled Mr. and Mrs. Sheng from your neighborhood and ask them to help me on this point. I also want to be a good American and I want to tell young Donald Ho how to be a good American because that is his chief ambition.

I would appreciate your advice on another matter. I often come to California and to beautiful, fascinating San Francisco. I fly on the planes of the same Airline for which Mr. Sheng is a mechanic. Do you think that Airline is safe-or do you think Mr. Sheng might put a hex on some of the engines?

You probably want to know if my Professor Ho and his family live in my neighborhood. Yes, he bought a beautiful little home here for about what Mr. Sheng was going to pay for his. We executives, doctors, contractors, merchants,

educators, truck drivers, etc., are honored to have the Ho family as neighbors - along with some Irish, French, Jewish and Spanish neighbors. We are also conservative Americans of all creeds and political parties. Some of us, including the writer, are members of the Americanization Committee of the various veterans organizations.

Mr. Clements, I don't see how we can hold out any hope to the enslaved nations behind the "Iron Curtain" that democracy is the best way of life if we can not practice it here among ourselves, and, frankly, I am worried about our treatment of minority groups and our growing class consciousness in this country. If we do not stand together now as good neighbors and practice the basic teachings of Lincoln and Washington and brotherhood we will perish under the heels of foreign dictators in the not too distant future.

Mr. Clements, under separate cover I am sending you a copy of the March issue of U.S.A., a magazine of American Affairs. Please read prayerfully, "American Birthright," by Jo Bingham, pages 3 and 4, and "This American People," by Gerald W. Johnson, pages 108-127. I am also sending two or three of my own speeches including brotherhood and education for good citizenship.

Believe me, neither this letter nor the suggested reading is meant to indicate that I feel you are not a good patriotic American. But millions of good Americans are wrong about many things that involve the future security of our country.

We have our share of sins here in Florida, but some of us, including many veterans organizations, are trying to impress our neighbors with the truth that Freedom For Everybody is Everybody's Job.

Sincerely,

ECN/nev

DR. ELLWODD C. NANCE

C O P Y

National Committee Against Discrimination in Housing

35 West 32 Street, New York 1, N. Y.

LOngacre 4-4069

ROBERT C. WEAVER
Chairman

MRS. CARL J. AUSTRIAN
Secretary

AIR MAIL

May 9, 1952

RECEIVED
Southern Regional Council

Mr. George Mitchell
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Mitchell:

Through a printer's error your name was omitted from the list of panel participants on our invitations to the National Committee meeting on May 19 and May 20, in New York City. I know you will forgive the omission but I want you to know that all of us feel badly about it.

We look forward to seeing you on the 19th and 20th.

Cordially,

Hortense W. Gabel

Hortense W. Gabel

HWG:ld

National Committee Against Discrimination in Housing

35 West 32 Street, New York 1, N. Y. LOngacre 4-4069

ROBERT C. WEAVER
Chairman

MRS. CARL J. AUSTRIAN
Secretary

RECEIVED
MAY 7 1952
Southern Regional Council

May 6, 1952

Mr. George S. Mitchell
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Ga.

Dear Mr. Mitchell:

Enclosed is a suggested guide for all those participating in the panel on Old Cities Face New Problems. It is geared primarily to those persons who are reporting on one specific community. Since you will be reporting for an entire area, it may be necessary for you to vary your presentation somewhat.

I hope, however, that the guide will give you an overall appraisal of the tenor of the panel and will be helpful to you.

Sincerely,

Hortense Gabel

Hortense Gabel

hg/bwl
Enc.

FOURTH ANNUAL CONFERENCE ON
DISCRIMINATION IN HOUSING

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING

and

NEW YORK STATE COMMITTEE ON DISCRIMINATION IN HOUSING

35 West 32nd Street
New York 1, N.Y.

To: Panelists participating in panel on Old Cities Face New Problems to be held on May 20 from 9 a.m. to 12:30 p.m.

From: Mortenne Gabel, Director

The underlying question to be discussed is whether there has been a trend away from rigid segregation in your community in recent years and to what extent this has been stimulated or retarded by federal housing programs.

We would like you to discuss only those items in the guide which have pertinence in your community and would throw light on the above question. Since we are interested in determining trends, it is suggested that you go into specific detail only where they indicate an overall movement. This outline is merely suggestive, however, and there may be areas not covered in it which are important to the picture in your community.

We would like you to limit your formal presentation to ten minutes so that time will remain for full discussion.

If possible, an advance copy of your talk would be appreciated. (If details could be included in this written memorandum, it would be helpful.)

The phrase "minority group" has been used throughout; refer to those groups in your community which face discrimination in housing.

I. What are the existing housing patterns in city and surrounding suburbs?

A. What is the approximate proportion of minority group members in the community?

B. Are there areas of concentration of minority population? If so, is housing primarily standard or sub-standard in these areas? Is overcrowding more severe?

C. Are there areas of racially mixed population? What income levels live there?

II. Has there been a movement of minorities to neighborhoods outside of areas of minority concentration?

A. Has there been a noticeable increase in this movement since the restrictive covenant decision of 1948?

B. Has movement been primarily to existing housing or new housing? In suburbs or city?

C. Has there been neighborhood and community acceptance?

III. What has been the impact of federal housing programs and policy upon patterns of segregation?

A. Public housing and urban redevelopment

1.) In the selection of sites, has emphasis been placed upon areas of minority group concentration; mixed areas; all-white areas? Are vacant sites being used? In your judgment, is minority group clearance taking place?

2.) Do you have an acute relocation problem for minority families? What provision is being made for families displaced by public clearance operations? Has relocation resulted in the dispersion of minorities or the intensification of ghetto conditions? In your urban redevelopment program, is adequate provision being made for compliance with the statutory relocation standards contained in Section 105(c) of the Federal Housing Act of 1949? (The section requires decent, safe and sanitary relocation dwellings at rents which the families can afford.)

3.) What are the existing and proposed occupancy patterns in projects? In your public housing program, have the statutory preferences for the selection of tenants been observed in each project? Have they been applied within racial categories?

4.) Do you have any local non-federally-aided public or quasi-public housing? Do policies differ in federally- and locally-aided projects?

B. FHA-insured housing

1.) Has the need for new housing among minority families been met in any measure by FHA-insured projects? How many FHA-insured projects are available to minority group families? How many dwelling units are in these projects? Are there any interracial FHA-insured projects? Describe in detail. Are FHA-insured projects available to minorities in established minority group areas; transition areas; or new areas?

2.) Has FHA insured any loans for the purchase of existing housing by minorities? Have these loans been primarily on housing in established minority group areas; transition areas; or all-white areas? Has FHA appraisal policy been discernibly discriminatory toward minority families?

If you have any questions, please call or write to:

Frances Levenson
American Jewish Committee
386 Fourth Avenue
New York 16, N.Y.
MUrrayhill 5-0181

Miss Levenson will be glad to advise you.

hg/bul

Housing

National Committee Against Discrimination in Housing

35 West 32 Street, New York 1, N. Y. LOngacre 4-4069

ROBERT C. WEAVER
Chairman

MRS. CARL J. AUSTRIAN
Secretary

RECEIVED
APR 21 1952
Southern Regional Council

April 18, 1952

Mr. George S. Mitchell
Southern Regional Council, Inc.
63 Auburn Ave., N. E.
Atlanta 3, Georgia

Dear George,

I was very happy to learn that you will participate in the joint annual meeting of the National Committee Against Discrimination in Housing and the New York State Committee on Discrimination in Housing, and that you will report to us on May 20 on the situation in Atlanta. Guides for the panelists will be prepared and will be sent to you as soon as they are available.

I look forward to seeing you at the Conference.

Cordially,

Bob

Robert C. Weaver
Chairman

RCW/al

401

April 7, 1952

AIR MAIL

Mr. Robert C. Weaver, Chairman
National Committee against Discrimination in Housing
35 W. 32nd St.
New York 1, N. Y.

Dear Bob:

Sure, I'll be delighted to appear in New York May 20, 10:00 a. m.

The Council is organizing a modest foregathering in Birmingham May 15 on the whole subject of violence in the South. Of course, one of the main roots of that is housing. So May 20 I should be fresh from consulting with representative people from all over the South.

We think something is really going to have to be done about housing for minority peoples. Between World War II and Korea many layers of poorer white people got themselves into better homes. But Negroes were left in the slums. Now they have the money for better homes and aren't permitted to buy them. Hence the trouble.

Sincerely,

George S. Mitchell
Executive Director

GSM:ec

National Committee Against Discrimination in Housing

35 West 32 Street, New York 1, N. Y. LOngacre 4-4069

ROBERT C. WEAVER
Chairman

MRS. CARL J. AUSTRIAN
Secretary

RECEIVED
APR 7 1952
Southern Regional Council

April 4, 1952

Mr. George Mitchell, Executive Director
Southern Regional Council
Room 432
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear George,

On May 19 and 20, the National Committee Against Discrimination in Housing and the New York State Committee on Discrimination in Housing are holding a joint annual meeting at the Hotel McAlpin in New York City.

The aim of the conference is to explore the obstacles in the way of democratic housing and to arrive at some guiding principles that would facilitate its accomplishment. We are inviting government housing officials such as Raymond Foley, Curt Mack, and Frank Horne, representatives of national and local organizations interested in this problem and prominent individuals working in the field.

The meetings will be composed of four panel discussions, a dinner and a luncheon meeting. I am enclosing a preliminary copy of the agenda so that you may have a picture of the comprehensive character of the conference.

In the past, our national meetings and conferences have been extremely well attended and have been used by key federal officials, including Solicitor General Perlman, for announcements of far-reaching changes of policy.

We believe that at the present time, public opinion has been sufficiently developed to enable us to look into the field of private housing as well.

I feel that it is very important that at the morning panel on the 20th, full reports be given on the housing situation for minority groups in key cities throughout the country. It is only through the exchange of information that guiding principles can be agreed upon and a nation-wide campaign for democratic housing launched.

It is vital that we have a report on the situation in your area and, knowing of your interest and competence in this field, would very much like you to do this for us. Would it be possible for you to be with us in

New York on May 20 at 10:00 a.m. to join with us in our discussions and report to us on the situation in the South?

General invitations must be sent to individuals and organizations all over the country and the time is getting short. I would, therefore, greatly appreciate the favor of an early reply. I hope that you will be able to be present and give the group the benefit of your thinking on the subject.

Sincerely,

Bob

Robert C. Weaver,
Chairman

RCW/al
enc.

CONFIDENTIAL

PROPOSED AGENDA--JOINT ANNUAL MEETING
of
New York State Committee on Discrimination in Housing
and
National Committee Against Discrimination in Housing

May 19-20, 1952

Hotel McAlpin
New York City

May 19 Algernon D. Black, presiding

10:00 - 11:00 a.m. Registration

11:00 - 1:00 p.m. POPULATION MOVEMENTS, THE LOCAL NEIGHBORHOOD AND DEMOCRATIC HOUSING -- Algernon D. Black, Chairman

Reports from Buffalo, Rochester, Syracuse, Schenectady, Albany and New York City

Emphasis will be placed on community planning for mixed neighborhoods.

2:00 - 5:00 p.m. THE REAL ESTATE INDUSTRY AND DEMOCRATIC HOUSING -- Ira S. Robbins, Chairman

In this session the Chairman will serve as moderator of a round-table discussion at which the following experts will be asked to attempt to define the problems and seek guidance for the solutions.

Alan E. Brockbank, President, National Association of Home Builders
Devereaux Josephs, President, New York Life Insurance Company
Robert W. Dowling, City Investment Trust
Curt Mack, Assistant Commissioner in charge of underwriting, Federal Housing Administration
Morton Bodfish, Mortgage Finance Association
Norman Carpenter, Vice-President in charge of mortgage finance, Metropolitan Life Insurance Company
Walter H. Blucher, Executive Director, American Society of Planning Officials
Philip M. Klutznick, builder
Sidney Kessler, builder
J. Clarence Davies, Jr., Treasurer, Bronx Board of Realtors
Maxwell Tretter, lawyer and housing expert
Morton Deutsch, Director, Research Center for Human Relations, N.Y.U.
Robert C. Weaver, Director, John Hay Whitney Opportunity Fellowships

5:00 - 6:00 p.m. Cocktails

7:00 p.m. Dinner Session
Segregated Housing and the International Scene -- Ralph Bunche

Segregated Housing and Labor -- Walter Reuther

May 20 Robert C. Weaver, presiding

9:30 - 12:00 p.m. OLD CITIES FACE NEW PROBLEMS -- Robert C. Weaver, Chairman

This panel will feature reports from key cities throughout the country. They will be geared to analyses of the content and application of the various federal housing programs which are now being prepared under Mrs. Brill's direction. Federal officials will be asked to serve as resource people.

12:00 - 2:00 p.m. Luncheon Session
Guest speakers -- Raymond Foley and Charles Abrams

2:00 - 5:00 p.m. NEW CITIES, THE PROMISE AND THE THREAT -- Frank Horne, Chairman

This will be a panel discussion of Bucks County, Pennsylvania, and Eakin, South Carolina. These two critical defense areas should point up H.H.F.A.'s defense housing policy in relation to minorities, the relationship of labor procurement problems to housing, the role of the labor union, the city planner and human relations experts.

Housing

National Committee Against Discrimination in Housing

35 West 32 Street, New York 1, N. Y. LOngacre 4-4069

ROBERT C. WEAVER
Chairman

MRS. CARL J. AUSTRIAN
Secretary

June 12, 1952

RECEIVED
JUN 16 1952
Southern Regional Council

Mr. George Mitchell, Executive Director
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Ga.

Dear George:

This will express the sincerest thanks of Dr. Weaver, Mr. Black and myself for your participation in the joint annual meeting of the National Committee and the New York State Committee on Discrimination in Housing held in New York on May 19 and 20. I am enclosing a copy of a preliminary report. A transcript and analysis of the proceedings will be forwarded to you some time in September. Your contribution helped in large part to insure the meeting's success.

Cordially yours,

Hortense W. Gabel

Hortense W. Gabel

HWG:EMS
ENC.

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
35 West 32nd Street, New York 1, N.Y.

To: Participants and Guests of the Fourth Annual Conference on Discrimination in Housing held in New York City on May 19 and May 20, 1952.

From: Hortense W. Gabel

This is a preliminary report of the May 19-20 joint annual meeting of the National Committee Against Discrimination in Housing and the New York State Committee on Discrimination in Housing.

It is hoped that this information may be of help to you in preparing your reports to your own agency:

ATTENDANCE

Two hundred and ninety-five people attended one or more sessions. There were 243 guests at the dinner session which was addressed by Mrs. Roosevelt and Thurgood Marshall. One hundred forty-five guests at the luncheon heard Dr. Robert C. Weaver, Chairman of the National Committee, and Neal Hardy, Assistant Administrator of the Housing and Home Finance Agency. One hundred twenty-four national, state and local groups were represented. These included government agencies, health and welfare agencies, labor unions, religious organizations, racial minority groups, housing organizations and representatives of the real estate industry. Twenty-three major national agencies were represented. Nineteen federal, state and municipal government agencies also sent representatives. Thirty-four cities were represented. Except for the northwest, every region in the United States was heard from, though understandably more than half came from the Middle Atlantic and the New England regions.

PUBLICITY

Newspaper coverage was extensive, particularly in the New York metropolitan area. The Associated Press put several stories on the wire. (If your local newspaper picked the story up, will you let us have a copy). The national Negro press gave the conference wide publicity. Reporters were present from the Division of Information of the United States Department of State. Several real estate columnists in the metropolitan press commented on the conference, notably Richard B. Lyman in the May 27th New York Herald Tribune, who devoted three columns to the meeting.

Radio coverage was good in the metropolitan area. There were five local fifteen minute programs devoted to the conference, together with many spot announcements prior to the meeting. The Dumont television network commented on the conference in the May 25th "The Week in Religion" program. The Voice of America recorded the Tuesday A. M. session.

IMPACT OF CONFERENCE

The immediate effect of the meeting was important in the following areas:

1. Real Estate

Real estate circles in New York City have expressed wide interest in the proceedings. Members of Congress have contacted representatives of the real estate panel. Action is under way in two cities to prepare data on practices of real estate brokers which accelerate panic and flight in so-called transition areas. This material will be presented to real estate boards for consideration and action.

2. Federal Housing Agencies

The entire conference, particularly the major addresses of Nathan Straus, Catherine Bauer, Robert C. Weaver, Charles Abrams and Thurgood Marshall, was watched closely by key personnel in the Housing and Home Finance Agency. It is hoped that criticism and recommendations expressed at the conference will be reflected in a new policy statement for minority group housing which is shortly to be issued by HHFA.

3. Labor

Labor played a prominent role in the planning of the conference and in several of its sessions, particularly in the discussion of housing policies in critical defense areas. As a result it is hoped that a close alliance between national civic, religious and race relation agencies and major labor unions to work for the common goal of eliminating housing discrimination and segregation, will shortly be effected.

4. Political

The meeting and its aftermath served to put housing into a new and important focus in relation to the civil rights planks to be adopted by the July political conventions. There is a good prospect that many of the national organizations represented at the conference will press for adoption of a civil rights housing plank in July. Local groups have a splendid opportunity to carry this message to their own convention delegates.

- - - - - - - - - - - - - - - - - - -

Perhaps the most significant value of the meeting was the nationwide recognition that throughout the country housing had become the No. 1 problem in inter-group relations. Everywhere community organization was being directed to educational and legislative programs for the elimination of housing discrimination. Significant also was the similarity of the problem which each community faced. Out of the community reports emerged a clear picture of the problem from both the national and community point of view. In city after city, whether in the north or the south, the adverse impact of federally assisted housing programs on minority group housing was noted. "Negro clearance",

relocation problems, "space swapping", the growth of FHA insured suburban lily-white developments which threaten to surround our cities with a tight vise of segregation, were common to most communities. Many reported that restrictive patterns were a major road block in developing total housing programs for whites and non-whites alike. Finally, city after city recognized that public housing, important as it is, is but one aspect of the problem. The focus of almost every community was rapidly being shifted to the private housing market.

The conference had several weaknesses. Some of the sessions were overloaded with speakers, with little if any time for audience participation. Another fault was the failure to provide a forum for those who were interested in exchanging skills and techniques for concerted action on a local and national basis.

Many suggestions have been made for future meetings of this type. Perhaps one approach may be regional instead of national meetings. Other suggestions favor the utilization of workshop and "buzz" session program techniques.

The sponsoring committees are interested in frank criticism of the meeting. If you have ideas about its organization or its contents, please do more than think and talk about them. Write us. We want your recommendations. By September a complete analysis and summary of the data contained in the reports will be available. Let us know if you are interested in receiving this report. There will probably be a small charge.

Many of you have already written in for copies of the major addresses. We can supply as many of these as you need within reason, but we must have your orders for these speeches within the next two weeks.

Finally, our personal thanks and gratitude to all of you who travelled hundreds of miles at great expense, and from whom we learned so much.

- - - - - - - - - - -

June 12, 1952

December 10, 1952

Mr. George K. Hunton
Catholic Interracial Council
20 Vesey St.
New York 7, N. Y.

Dear Mr. Hunton

Many thanks for the interesting items about Delaware (my old home State) and New York.

The TIMES story was done on an oldish issue of NEW SOUTH about "Blighted Housing and Bomb Violence." Copies enclosed. John Popham had been busy with the Campaign, and reached back into his stack for this.

With the warmest regards.

Sincerely,

George S. Mitchell
Executive Director

GSM:ec

~~Cath~~
Housing

CATHOLIC INTERRACIAL COUNCIL

of New York, Inc.

20 VESEY STREET

NEW YORK 7

RECEIVED
DEC 10 1952
Southern Regional

December 8, 1952

Mr. George S. Mitchell
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Mitchell:

Enclosing herewith some recent releases and material I thought you would like to have.

I noticed in the "Times" on Sunday, a story on "Racial Rifts and Slums" based on a survey of the Regional Council. We would appreciate it very much if you would send us a copy (and would like two extras if possible).

Thanking you and with best wishes,

Sincerely yours,

George K. Hunton, Secretary

GKH:RD

has been asked for some time

CATHOLIC INTERRACIAL COUNCIL

PHONE
REctor 2-5417

News Service

20 Vesey St.
N.Y.C.

(The following newstory was sent out by the N.C.W.C. News Service this week to all Catholic Magazines and newspapers.)

BISHOP LAUDS WILMINGTON
GROUP FOR WORK IN CAUSE OF
CATHOLIC INTERRACIALISM

Wilmington, Del., Nov. 24 (NC)--Bishop Edmond J. Fitzmaurice of Wilmington paid high tribute here to the Catholic Interracial Council of Wilmington for its work toward "securing for all the rights that are theirs."

The Bishop celebrated Mass in St. Peter's Cathedral prior to a Communion breakfast sponsored by the Council, which last year won national acclaim as the recipient of the Lane Bryant Award for community service. Among those present was Father LaFarge, S.J., chaplain of the Catholic Interracial Council of New York, parent group of the 21 Catholic interracial councils now organized in leading cities of the country.

"Cooperation is the key to achievement", Bishop Fitzmaurice told the assembled Negro and white members. "You must not be discouraged even though the task is hard. Keep up the good work. I think you have accomplished a great deal in fostering the ideals of Catholic interracialism, and I feel sure you will accomplish a great more in the days ahead."

The group also heard a talk by Father LaFarge in which the pioneer Catholic interracialist warned that "the purely secular type of mind is an ideal breeding place for communism."

Defining secularism as "a completely this-wordly attitude toward the great moral decisions of life", Father LaFarge said that it often gains a foothold through the negligence of religious-minded persons to "apply their beliefs to the concrete moral problems of daily life, even those which concern the strictly temporal order."

More Catholics are becoming alive to these problems, Father LaFarge said, citing the increased participation of Catholics in inter-group relations and a changed attitude toward interracial justice as "a demonstration to the secularist world that we live our Faith and abide by its commitments."

Tributes were paid to the Wilmington Council by Dr. John J. O'Connor, professor of history at Georgetown University, and president of the Catholic Interracial Council of Washington, D.C., and by George K. Hunton, editor of Interracial Review and secretary of the New York Council.

An award was presented at the breakfast to the Wilmington YWCA in commendation of their accepting Negro girls in 'Y' cafeteria and as guests in their headquarters. The award was accepted by Mrs. L. M. Taylor, president of the YWCA. Presiding at the breakfast was Mary Elizabeth Powers, president of the Interracial council.

The
Catholic News

NEW YORK, N. Y., SATURDAY, NOV. 8, 1952

Catholic Interracial Work Making Encouraging Progress Against Bias

George K. Hunton of New York Council Reviews Efforts and Sees Further Gains Ahead

A detailed and encouraging report on the accomplishments of the Catholic Interracial Movement during the past twelve months was presented here by one of its top leaders.

Submitting the report was George K. Hunton, secretary of the Catholic Interracial Council of New York—parent group of the 21 Councils now operating in key cities throughout the United States— and editor of The Interracial Review, published by the Council here.

Program Expanding

Mr. Hunton pointed also to prospects of an expanded program, which, he said, may find Catholic Interracial Councils before very long carrying on the movement's work in 50 or more areas, where Negoes still continue to be hampered in their struggle for full freedom and opportunity because of un-Christian prejudice and restriction.

Mr. Hunton spoke at a dinner sponsored by the New York Council and the James J. Hoey Fellows. The latter group is made up of White and Catholic Negroes who have been recipients of the Hoey Awards for Interracial Justice inaugurated in 1942 in memory of the first president of the New York Council. This year's recipients were Joseph J. Yancey, of New York, prominent Negro sports coach, and Charles F. Vatterott, Jr., a founder of the Catholic Interracial Council of St. Louis, Mo.

In the course of his remarks, Mr. Hunton announced that Father John LaFarge, S.J., of the Council, who recently addressed important gatherings at Howard University and Penn State College, and in Baltimore, is now at work on his autobiography. Son of the well-known American painter, John LaFarge, the Jesuit editor and author was ordained in Innsbruck, Austria, and spent 15 years in the Negro missions of southern Maryland before launching the Catholic Interracial Council of New York.

Mr. Hunton revealed that in addition to the existing 21 Councils, there is a group of Catholics in San Francisco called "The Interracial Communion Breakfast League," which priests and laymen predict will soon become a full-fledged council. Meanwhile, he declared, the officers and directors of the Catholic Committee of the South are working to promote the organization of more interracial councils in the southland.

Mr. Hunton praised the "splendid cooperation" given the Council by Msgr. Cornelius J. Drew, representative of His Eminence Francis Cardinal Spellman, Archbishop of New York, in the Negro apostolate. He said the Council took considerable pride in the growing success of the weekly forums at its center in downtown New York. He said these forums, at which every conceivable topic of interest to Catholic interracialism is discussed, have attracted nationwide interest and have been attended by visitors from Europe, Asia, Africa, South America, Australia, and other parts of the globe.

"There is an ever-increasing number of visitors to the Center to consult our bibliography, known as the Claver Index," Mr. Hunton added. "This remarkable bibliography contains more than 38,000 cards. This year, we have been consulted by the authors of three new books, two of which are now in the hands of prospective publishers."

In closing his report, Mr. Hunton, who is a member of the New York Bar, announced that a short history of the Catholic Interracial Council is now being written, and meanwhile a pamphlet is being prepared on how to launch a Catholic Interracial Council.

"We feel that this is 'harvest time,' that the ground is prepared," he said, "and that we can in the future grow as fast as our increased facilities permit. We have no hesitation is saying that if we succeed in securing additional help and facilities during the ensuing year, the work and program of the Catholic Interracial Councils will go on to greater gains for God and country."

Catholic Interracial Council
20 VESEY STREET NEW YORK 7, N. Y.

CATHOLIC INTERRACIAL COUNCIL

PHONE
REctor2-5417

News Service

20 Vesey St.
N.Y.C.

PARISH POOR BOXES SUPPORT
ST. VINCENT DE PAUL WORK

New York, Dec--What happens to the offerings dropped in the poor boxes in Catholic churches? This question was answered here last night at a social action forum of the Catholic Interracial Council by Maceo A. Thomas, vice president of the council.

The story behind the familiar poor box is the less familiar work of the St. Vincent de Paul Society, Mr. Thomas said. Poor box donations are used by these "men of charity inspired by faith "who visit the poor of their parishes, aiding them to overcome the effects of sickness, unemployment and other misfortune; encouraging, sustaining and rehabilitating; preserving families; preventing suffering by children; and "opening up countless avenues for spiritual work by priests of the parish."

An active Catholic Negro layman, and president of the conference of the St. Vincent de Paul Society in St. Charles Parish in Harlem, Mr. Thomas was honored by Pope Pius XII in 1950 with the "Pro Ecclesia et Pontifice" medal for his interracial work.

Founded in France in 1833 by Frederick Ozanam, the St. Vincent de Paul Society has been active in the United States since 1845. Its members "see the image of the humble, suffering Christ in the misery and sadness of those they help" Mr. Thomas said. He pointed out that its charitable work is done in the strictest confidence, and that, while most of the aid is given to Catholics, many non-Catholics are also helped.

The parish conference is the basic unit in the structure of the Society. Poor box donations enable its members to "bring comfort and

assistance to the needy, and rehabilitation through the mercy of God," Mr. Thomas said.

Patrick J. Tuffy, executive secretary of the Superior Council of the St. Vincent de Paul Society in the United States said, "there is not enough money," for such projects of the Society as its camp and convalescent home, conducted by the Sisters of Mercy at Spring Valley, N.Y.

The program of self-sanctification in which members of the Society participate was described by Edward T. Reilly, secretary of its N.Y. Particular Council. This program, based on the essential spiritual motivation of the Society, includes quarterly communion conferences and annual retreats.

The parallel motives and methods of the parish conferences throughout the world were cited by Vaclav Myslivec, a Czechoslovakian correspondent of N.C.W.C. in pre-war days, and by the Rev. Charles Keenan, S.J. managing editor of America, a native of Ireland, who called the society "an ideal example of lay Catholic initiative."

CATHOLIC INTERRACIAL COUNCIL

PHONE
REctor 2-5417

News Service

20 Vesey St.
N.Y.C.

NEGRO SISTER IS GUEST SPEAKER AT CATHOLIC INTERRACIAL FORUM

New York, Nov. 14--A congregation of Negro sisters, numbering less than 50 professed nuns who conduct kindergartens, elementary and high schools, day nurseries, summer and day camps, was described here last night at a forum of the Catholic Interracial Council. The order, the Franciscan Handmaids of the Most Pure Heart of Mary, also carries on active program of social and recreational work, religious instruction, parish visitation and after-school care.

Answering questions put to her by an audience of white and Negro Catholics, Sister Mary of the Sacred Heart, F.H.M. outlined the ambitious program of her order. She made a plea for more vocations to enable the community to undertake further activities in its fertile and expanding fields. During the past year, the Handmaids, who have nine novices and four postulants, have been forced to decline invitations to conduct three schools for lack of sisters.

The order draws its postulants from the ranks of young Catholic Negro women, desirous of devoting their lives to the service and conversion of members of the Negro group. Its superior is Rev. Mother M.A. Eugenia, F.H.M., and its motherhouse is located in New York at 15 West 124th Street.

Founded in Georgia in 1917 by the Rev. Ignatius Lessner, S.M.A. and Rev. Mother Mary Theodore, F.H.M., the order is the youngest colored missionary community in the United States. Becuase of its wide variety of activities, the community accepts young women with many varied skills and educational attainments.

Present at the forum were the Rev. Thomas L. Gill, of Cape Town,

South Africa, and the Rev. Charles Keenan, S.J., managing editor of America, both of whom praised the work of the Handmaids; and sister Monica, F.H.M., who described briefly the activities of the order among children.

The Handmaids had been working quietly in New York since 1923 when their charitalbe work in Harlem during the depression years brought them sharply to public notice. Although the order itself was hard-hit by the financial crisis, the sisters fed an average of 300 persons daily. It continues its charitable work with a policy of rendering services on a basis of need rather than ability to pay. Assisting in its work are two lay groups, the Auxiliaries, andthe Friends of the Handmaids.

THE BLESSINGS of FREEDOM

by

MOST REVEREND
FRANCIS J. HAAS, D.D.

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Excerpts from an address delivered by Bishop Haas of Grand Rapids at a reception given in his honor by the CIO. Reprinted from THE INTER-RACIAL REVIEW.

ONE common interest unites us all here tonight. We all hold to the precious American tradition that each man and each woman is just as good as every other, no more or no less. That is Americanism. That is democracy.

This is as good a place as any to compare present racial conditions with those of ten years ago. In 1942, we were at war. To meet war needs, President Franklin D. Roosevelt established a Fair Employment Practices Committee by Executive Order.

There was need in 1942 and in the years following to abolish discrimination in the Armed Forces and in the Defense industries. Everyone knows that there was discrimination at that time—as indeed there still is although to a lesser degree—in the Army, Navy, and Air Force.

In 1942 the Capitol Transit Company in Washington created a major problem right in the shadow of our national capitol. It refused to employ Negroes on the front of streetcars because, as the Company said, the Amalgamated Association of Streetcar Employees would not work with Negroes.

But such discrimination was only a small part of the pattern of Washington life. Negroes from out of the city or for that matter, within it, could eat only in Negro hotels or in Negro boarding-houses, and could enter only Negro theatres. The same policy of exclusion applied to schools, to many churches, to recreation places, and to other public facilities.

This was the practice in Washington in 1942. Out through the country the situation was hardly any better. Generally, Negroes in defense plants were denied either employment or opportunity to be up-graded in employment in accordance with their skill and capacity.

Besides, discrimination was practiced not only in trade and industry, but also in schools and in colleges, in housing, and in places of amusement. Over thirteen million of our Negro fellow citizens were treated as a kind of lower form of being, except in the important business of wearing a GI uniform and of dying for their country.

Now we are in 1952, and not in 1942. Surely, there have been heartening changes for the better. Marion Anderson can now sing in a mixed concert hall in Florida. Jackie Robinson can play for the Brooklyn Dodgers and Chico Carresquel for the Chicago White Sox. Ralph Bunche can negotiate a truce in Palestine for UN, and Joe Louis can play golf in a swank tournament in California. We have indeed made progress since 1942.

SOME of the progress is due to individuals and some of it to government. Recall that Branch Rickey had the courage to say just a short time ago "If Jackie Robinson can't play, my team can't play." It is to men and women of courage like Rickey to whom we owe much of the improvement that we have witnessed since 1942.

But we should not overlook what our Federal Government and ten of the States and twenty-two of the municipalities have done. They have passed laws of varying degrees of compulsion outlawing discrimination.

In particular, the U. S. Supreme Court has made an admirable record during the past decade in its rulings in the Pullman cases and on segregation in State universities.

You may say that right-minded individuals have brought about these changes by making their views felt through the Court. However that may be, we have had changes—definitely on the credit side of the ledger.

Nevertheless, I would not be honest if I did not say that we still have a long, long way to go. Who has not heard of the recent race riot in Cicero brought on because a Negro family —and incidentally, an educated and cultured family—had moved into what was regarded as a restricted family district? Who has not

heard of the recent murder of a Negro and his wife in Florida prompted by no other motive than that they were Negroes and representatives of the National Association for the Advancement of Colored People? Can anything else but selfish ignorance explain such sad occurrences?

But why pick out such well-publicized cases? Conditions, although improved over the past decade, are still far from being even decent.

WHAT do I propose? As a practical next step, I advocate the earliest possible enactment of Federal, State and Municipal laws, prohibiting discrimination in employment.

I am not so naive as to think that we can have a Federal FEPC by tomorrow or the day after tomorrow. I am firmly convinced, however, that we will have a national FEPC much sooner than the opposition even dreams. I am equally convinced that we will have a Michigan FEPC much sooner than the opposition dreams. Incidentally, an FEPC law does not require an employer to hire anyone. All that it requires is that the employer does not discriminate in hiring, and in his employment relations.

What is the value of law in reinforcing the moral sentiments of the community? Let me take a page from another field of legislation to answer this question. I refer to the accident compensation law first enacted in New Jersey in 1911, and later enacted in other states.

Prior to 1911, whenever a worker suffered an injury in the course of his employment, in order to collect damages, either he or his heirs had to face what were called the employers' defenses.

There were three of these defenses that an employer could raise to excuse himself from paying any compensation. One was that he could say to the injured man: "You, yourself, contributed to the accident." The second was:

"Your fellow employees contributed to it." The third was: "You assumed the risks of the job when you took the job. But in any case, I, the employer, am not liable for any damages."

The compensation law simply abolished these defenses and in fact took the whole transaction out of the hands of the Court. The law said in effect: "An eye, or a leg, or a life will cost you, Mr. Employer, so much, and you have to pay for them at the price that the law stipulates. You can charge the costs of injuries up to the consumers of your product, if you will, but you cannot put this additional burden on the person who is injured." The public saw the point, and demanded the passage of laws.

Immediately, industry began to put its house in order. It began what was called the "Safety-First" movement. Machines were guarded and were made as safe as they could be made for life and limb, because accidents cost money. At present, all the States, even the State of Mississippi, have enacted accident compensation legislation.

The point of this digression is that laws are made to give life and vitality to the moral convictions of the public. Applying this conclusion to racial injustice, one can say that the underlying sentiment of our people is against discrimination in employment, and they will see that this sentiment is embodied into laws.

Let me go into a wider field for a moment. After all, FEPC laws cover only conditions of employment.

As everyone knows, there is a much broader area of discrimination than that which is practiced in industry. There is discrimination and segregation in schools, in hotels, on railroads, in places of recreation and the rest. It is idle to think that such discrimination can be prevented by laws and courts.

In looking for a cure for bad race relations, perhaps the best procedure is to ask ourselves what is at the bottom of discrimination? What produces it? What causes it?

In my judgment, the basic cause of discrimination is an overweening pride on the part of those who discriminate, that is, that we feel that we are better than others. We discriminate against those whom we look down upon. We feel that we are made of better stuff than they are, and for that reason that they are not entitled to all that we are entitled to.

If this analysis is correct, then I submit to you that the only cure for discrimination is a generous helping of Christianity. First, let every one feel that everyone else is just as good as he is because like himself, he is a son of God. Then let him do all this out of love of God, and you have the remedy for discrimination. As the doctors say, "Take this."

Perhaps, I might reduce this formula to the lowest common denominator. In simple language, let everyone be entirely on the square with everyone else. Let every American think and believe and act as an American, in the true American tradition thinks and believes and acts. Then, as I see it, we shall be on our way toward banishing the disgraceful evil of discrimination and toward enjoying the blessings of freedom of opportunity.

Additional copies are available from:

Catholic Interracial Council
20 Vesey Street
New York 7, N. Y.

Jewish Labor Committee
25 East 78th Street
New York 21, N. Y.

Negro Labor Committee
312 West 125th Street
New York 27, N. Y.

Presbyterian Institute of Industrial Relations
2330 North Halsted
Chicago 14, Ill.

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Housing Pubs ~~Orders~~

December 15, 1962

Miss Hortense W. Gabel
National Committee Against Discrimination in Housing
35 W. 32nd St.
New York 1, N. Y.

Dear Hortense:

Now that you've seen the issue of NEW SOUTH on which John Popham's NEW YORK TIMES story was based, you can decide whether you want some more.

I've got three or four hundred copies around, and could send you two hundred. Dismally, they would cost ten dollars. But you could reduce the bill by a couple of dollars by sending us two of your kits in kind.

Warmly,

George S. Mitchell
Executive Director

GSM:ec

December 12, 1952

Miss Hortense W. Gabel
National Committee Against
Discrimination in Housing
35 W. 32nd St.
New York 1, N. Y.

Dear Miss Gabel:

Thank you for your letter of December 10. Dr. Mitchell is out of town, and will write you as soon as he is back in the office. Meanwhile, I send you this copy of "Blighted Housing and Bomb Violence."

Sincerely,

Emily Calhoun
Secretary to George S. Mitchell

Encl.

National Committee Against Discrimination in Housing

35 West 32 Street, New York 1, N. Y. LOngacre 4-4069

ROBERT C. WEAVER
Chairman

MRS. CARL J. AUSTRIAN
Secretary

December 10, 1952

RECEIVED
DEC 12 1952
Southern Regional Council

Mr. George Mitchell
Southern Regional Council
63 Auburn Avenue N.E.
Atlanta 3, Georgia

Dear George:

I read with interest and enthusiasm the story of your housing survey which was published in this Sunday's "Times". Could you send me a copy immediately.

As you know, we attempt to keep on hand for distribution sufficient numbers of reprints and reports on all major housing studies. Would it be possible for you to arrange to send us 200 of these.

With warmest regards.

Sincerely,

Hortense

Hortense W. Gabel

HWG:AF
ENC.

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING
35 West 32nd Street, New York 1, N.Y.

A LIST OF PUBLICATIONS ON DEMOCRATIC HOUSING

At last you can plan an informed campaign to end segregation in housing. The printing presses and the mimeograph machines are producing an increasing quantity of literature which proves that democratic housing is feasible and profitable to the entire community. These materials should be used on a selective basis. You may decide to circularize your Real Estate Board with one or two of them. Others may be suitable for use by study groups. Some make good handouts for meetings. After you decide what you need, write to us quickly, since the material is going fast. A complete kit is $1.00 (You save 44¢)

Many groups will also want information on the overall operation of Federal housing programs. Write to the Housing and Home Finance Agency, Washington 25, D.C. for a list of publications.

* * * * * * * * * * * * *

NATIONAL COMMITTEE AGAINST DISCRIMINATION IN HOUSING

35 West 32nd Street, New York 1, N.Y.

LITERATURE LIST

Property Values and Racial Integration

Effects of Nonwhite Purchases on Market Prices of Residences By: Luigi M. Laurenti	5¢ per copy
Values in Transition Areas: Some New Concepts By: Belden Morgan	2¢ per copy
The New "Gresham's Law of Neighborhoods" Fact or fiction By: Charles Abrams	3¢ per copy ($2.60 per hundred)

Public Housing

Interracial Housing By: Morton Deutsch and Mary Evans Collins	25¢ per copy
Integration of Racial Minorities in Public Housing By: Edward Rutledge	free (mimeographed)

Defense Housing

Newtown, America In Bucks County, Pennsylvania By: Drayton S. Bryant	free

Private Housing

The Time Bomb that Exploded in Cicero By: Charles Abrams	4¢ per copy ($3.85 per hundred)
Aftermath of Shelley V. Kraemer on Residential Restriction by Race By: B.T. McGraw	free (mimeographed)
The Story of Flamingo Apartments, Inc.	free (mimeographed)
Are you Getting Good Neighbors?	10¢ per copy ($4.00 per hundred)
The Role of Real Estate Dealers in Production of Open Occupancy Housing By: Robert C.Weaver	free (mimeographed)

General

30,000,000 Americans Need your Help Folder on NCDH	free
Forbidden Neighbors by: Alexander L. Crosby	15; ($10.00 per hundred)
In These Ten Cities By: Alexander L. Crosby	15¢ ($10.00 per hundred)
How to End Segregation in Housing By: Alexander L. Crosby	10¢ ($5.00 per hundred)
Habitation with Segregation By: Robert C. Weaver	free (mimeographed)
New Cities, The Promise and the Threat By: Charles Abrams	free (mimeographed)
Housing Policy: Towards Feudalism or Democracy? -- Catherine Bauer	free (mimeographed)
Summary of Recommendations for Changes in Policies and Procedures of the HHFA made by the National Committee Against Discrimination in Housing	free (mimeographed)
Some Observations on the functions of Local and State Committees on Discrimination in Housing	free (mimeographed)

Facts and Figures

Equality of Opportunity in Housing -- A Handbook of Facts	30¢ (also available through National Community Relations Advisory Council, 9 East 38th St. New York 16, N.Y. quantity prices
Housing of the Non-white population 1940-1950 By: Division of Housing Research, Housing & Home Finance Agency	25¢ (also available through Superintendent of Documents, U.S. Government Printing Office Washington 25, D.C.

COMPLETE KIT OF A BOVE MATERIALS - -$1.00

Housing

December 16, 1952

Mr. Frank S. Horne
Office of the Administrator
Housing and Home Finance Agency
Washington 25, D. C.

Dear Frank:

The NEW YORK TIMES, having been busy with campaign matters, merely reached into an older box somewhere for a story on housing. I send you fifteen copies of the issue of NEW SOUTH on which the story was based.

We appreciate the figures, which are a beautiful job.

Sincerely,

George S. Mitchell
Executive Director

GSM:ec

HOUSING AND HOME FINANCE AGENCY
OFFICE OF THE ADMINISTRATOR • *Washington 25, D. C.*

DEC 9 1952

RECEIVED
DEC 11 1952
Southern Regional Council

Dr. George S. Mitchell
Executive Director
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Dr. Mitchell:

We read in the Sunday New York Times that the Southern Regional Council has published the results of a survey of blighted housing in the South and its relationship to racial tension. Naturally, we would like to have a copy of the report. If you have any surplus copies, we could put at least a dozen in the hands of key persons in this Agency and elsewhere.

In case you have not seen it, we are enclosing a copy of our recently issued Housing of the Nonwhite Population, 1940-1950. We will be glad to send you additional copies if you desire them.

Sincerely yours,

Frank Horne

Frank S. Horne
Assistant to the
Administrator

Enclosure

Housing

December 30, 1952

Miss Frances H. Morton
Executive Secretary
Citizens Planning & Housing Ass'n.
319 E. Charles St.
Baltimore 1, Md.

Dear Miss Morton:

Here are some copies of our issue of NEW SOUTH which occasioned the NEW YORK TIMES story.

Our own best device for getting action on housing has been through community self-surveys. We have advised with groups that have made surveys of this kind in Jacksonville, Greenville, and Shreveport and a scattered few smaller ones. If you get the right citizens on the survey committee, the facts will compel corrective action as to housing.

We are preparing a brief summary of what your organization is doing, to run in our monthly bulletin sometime in the near future. When it is ready we will forward for your approval.

Sincerely,

George S. Mitchell
Executive Director

GSM:ec
Encls.

HANS FROELICHER, JR., *President* LE. 8443 - 4014 FRANCES H. MORTON, *Executive Secretary*

Give to alt

CITIZENS PLANNING AND HOUSING ASSOCIATION OF BALTIMORE

319 N. CHARLES STREET - BALTIMORE - 1, MARYLAND

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Dr. Wilson Wing

December 10, 1952

RECEIVED
DEC 12 1952
Southern Regional Council

Dr. George S. Mitchell
Southern Regional Council
Wesley Memorial Building
Atlanta, Georgia

Dear Dr. Mitchell:

I read with great interest the release in the New York Times on Sunday, December 7, telling about the report of your Council on Human Relations and Housing.

I do not believe that the national housing situation will ever be solved until there are strong citizens housing and planning groups in every town. We are carrying on a national campaign to interest communities in setting up voluntary citizens organizations. We have found through long experience in Baltimore and other communities that we have visited that it is impossible to promote better housing and planning unless you have a single-purpose organization devoted to this. We believe in such organizations strongly as we have been able to work on most of the things that are suggested in the Times article with some success. As a result human relations have been considerably improved in our town and our community has changed from a city that did not care about its slums to one that does care.

I have not seen your report so I do not know exactly what is in it. I wonder if it would be possible to send out a subsequent report suggesting how citizens groups can be set up and something about the success of these groups in different communities. The National Housing Conference has drafted a good preliminary suggestion on how this can be done. Unfortunately, this has never been published because of lack of staff and money.

There are established citizens housing and planning groups in New York, Philadelphia, Boston, Cincinnati, Chicago, and a beginning one in St. Louis. We have established a very active citizens planning and housing group in the little town of Annapolis, the capital of our state.

If any persons reading your report would like to know more about setting up the kind of group you suggest we would be glad to answer questions based on our experience.

Sincerely yours,

Frances H. Morton

Frances H. Morton
Executive Secretary

FHM:MPW

Housing

WOMAN'S DIVISION OF
CHRISTIAN SERVICE
OF THE BOARD OF MISSIONS
AND CHURCH EXTENSION
OF THE METHODIST CHURCH

Bethlehem Community Center

PHONE 2-9817
CONKLIN AVENUE
AUGUSTA, GEORGIA

SPRINGFIELD BRANCH
1229 JONES STREET
PHONE 2-8015

RURAL CENTER AND CAMP
OLD WAYNESBORO ROAD

July 8, 1953

Dear Mrs. Tilley:

Johnnie Hilbun and I had a conference with Mr. Louis O'Connell, Chairman, Executive Committee for the Republican Party of Richmond County. I put a folder of material I had drawn from my files on his desk to read on July 3, around noon. It seems that he read the material and wrote to Mr. Thigpen immediately and sent a copy to Mr. Tuttle, and also gave me a copy for my files. I do not think he would object to my sending you a copy.

Mr. O'Connell seems very much interested in this situation. He certainly moved in a hurry when he was contacted. One error, however, in his letter and that is about being ready to begin if T would give the commitment. Mortgage money has not been made available. I think he did not get that point when we talked to him.

The Pres. of the N.C. Mutual is to be in Augusta Friday. One of the men at the office here said he wanted me to meet him. I hope I can have a few minutes with him. He would do the Company a favor if he could persuade the officials to buy the mortgages. I understand that company does not have as much surplus money as some others since they pay stockholders dividends.

I have not been to the Hornsby Subdivision for some time. I have been told that only about ten or twelve houses had been occupied. I cannot prove that. I do not know what has been done about drainage. I hear some curbing has been done but things were moving slowly.

If you have a chance to talk to Mr. Tuttle when he is in Atlanta by all means do so. I hope he and the people in power can get some things moving down here. I am sure they would have to force one man to give a commitment if one is given.

I have a feeling that a certain person thinks I will not let him rest. He can guess that I am back of almost any letter he gets from Augusta asking him to give commitment for this location.

I saw Gen. Barton on the street a few days ago. He told me they planned to go ahead with their project out of town but it probably would be six months before they could start.

This whole thing of stalling on commitment to Pelham means many more months for Negroes to do without houses. It just is not right. I do not know what more can be done.

Sincerely yours,

Annie Bame

Housing

Augusta, Ga.
July 3, 1953

Mr. John F. Thigpen, Director
Federal Housing Administration
Atlanta, Ga.

Dear
Mr. Thigpen:

My attention has been called to the plight of Negroes in and about Augusta who are becoming displaced from their homes because of expansion of the city's commercial and industrial growth at a rate which has created what amounts to something of a crisis among low-income groups of these citizens.

Several persons who are interested only in betterment of conditions for these Negroes, without any ulterior motives whatsoever, have informed me that a development for housing of Negro families on New Savannah Road near Augusta appears ideally situated to relieve the present housing shortage and that this development is ready to go forward but for your approval from your office.

I learn that F.H.A. has stated an objection to this location because of its proximity to several large industrial plants. And while we do not pretend to understand the housing situation nearly so well as your people, we are of the opinion that housing in the vicinity of these establishments should be an advantage rather than a disadvantage.

I have talked to Miss Fannie Bame, Head Resident of Bethlehem Center, connected with the Board of Missions and Church Extension of the Methodist Church, and Miss Johnnie Hilbun, one of Augusta's leading clubwomen and long a worker for the under-priviledged people of our community, and from what they have told me I am confident that something should be done to increase the building of homes for Negro families in Augusta.

These good people have appealed to me to intercede with you in behalf of our Negro citizens. Consequently, with but little personal knowledge of how the shortage may be remedied, I am respectfully urging that you consider their appeal and bend every effortto relieve the local housing shortage through any means that may be at your disposal.

Sincerely yours,

Louis J. O'Connell, Chairman
Richmond County Executive Committee
Republican Party of Georgia

Copy to

Mr. Elbert P. Tuttle
Room 612 - Loew's Theatre Bldg.,
Peachtree at Pryer
Atlanta, Ga.

Housing

WOMAN'S DIVISION OF
CHRISTIAN SERVICE
OF THE BOARD OF MISSIONS
AND CHURCH EXTENSION
OF THE METHODIST CHURCH

Bethlehem Community Center

PHONE 2-9817
CONKLIN AVENUE
AUGUSTA, GEORGIA

SPRINGFIELD BRANCH
1229 JONES STREET
PHONE 2-8015

RURAL CENTER AND CAMP
OLD WAYNESBORO ROAD

February 21, 1953

Mrs. M.E.Tilly
Southern Regional Council
Atlanta, Ga.

Dear Mrs. Tilly:

I was sorry to hear of your sister's illness. I hope she is well om the way to recovery by this time.

I was glad to get your letter. Just to get a note from some one who has an understanding and insight into the thing we are trying to do and what we are up against gives a little more courage.

I felt that I should write to tell you the developments to date. First the Hornsby Subdivision is being developed in the water and mud. I do not know what they will do about drainage. If thy do not do something the place will stay damp all the time since it is so low and near the river. The quality of material that has gone into ~~it~~ them is what one would expect from those who are financing them based on what they have always offered people.

We hear conflicting reports as th the number they have sold. The report I get is that many people have been to see and some tell me that they have gone in and inspected but could not put their money into what they were offering while others have said they drove by and saw all they wanted to see of it. They would have no part in it. Some may be forced in it from desperation.

General Barton has called me to ask that I write him a letter saying I liked his location. He does have a nice location but the location is not all that is necessary to sell houses. I shall write him the letter and wish him success but I cannot do anything to promote the sale of his houses.

FHA still refuses to approve the location so many peole like and the kind of homes these people propose to build . I think there has been a definite clash between Pelham and Thigpen and Thigpen and Thompson are using their power to see that no commitments are made to Pelham & Bush.

We collected a considerable amount of material which we had planned to send into Washington but as we went to various people we began to feel that not enough of people like the Executive Sec. of the Chamber of Commerce and other people in places of prominence knew enough about this whole thing and that if some one came in from Washington or Atlanta that they would probably go to the Chamber of Commerce first.

When we got to the Chamber of Commerce Mr. Moody suggested that we ask Mr. Thigpen to come over and talk to a group of us who were interested. He called Thigpen and he said he could come next Tuesday. Mr. Moody called me to ask what I thought. After calling several interested people we decided it would be better to wait until April when Mr. Star from Washington is to be here. Thigpen is to be here then also. That will give us time enough to talk to more people to and to help them see the total picture.

Mr. Thigpen told Mr. Moody that Knox Corp. was ready to begin now to build. I knew they were having difficulty trying to get the neighbors to give them the right of way to bring water mains through their property. That still has not been cleared. I learned locally that the Knox people are far from being ready to begin. So you see what we run into.

Mr. Moody called me yesterday to come to his office to read some material that the Knox people had sent him. The thing they were trying to do was to get the County to do some grading for them in the subdivision which is against the policy of the County Commissioners and which I understand has been requested by other people and refused. One man has been indited for using County equipment for grading roads in one of the subdivisions in the County. That we know he will not get.

Another thing is the question of water. The neighbors are not happy about the subdivision coming to their community and are protesting and refusing to give Knox the right of way through their property to bring water from one of the white subdivisions to this one. Knox mentioned the fact that Roy Harris would try to see that they had right of way through the property belonging to the Negro Boys Training School.

Knox also gave a dig at the location Bush and Pelham wanted to develop.

Mr. Moody called me today to tell me that General Barton was in his office and that he had satisfied him on the question of transportation that would be provided. All of this is a verbal promise but even at that nothing was said as to how adequate this transportation would be. For those who had to go into Augusta to work it would double the expense of bus transportation They would pay if they were in the city.

General Barton is working for Knox. I would say he is one of the promoters Thigpen claimes he does not like.

General Barton claimed that the Knox people could take care of the need for Negro housing. I asked him if he meant that he wanted all the commitments for building Negro houses. He said no but he meant yes.

We are having a meeting with the Executive Sec. of the Chamber of Commerce, the Pres. of the Board, the Planning and Zoning Commissioner, Mrs. D.M.Howard, Mrs. Ridgley, Johnnie(if

she is in town), Mr. Graham and Mr. Abney and myself, yes and the Secretary of the ~~Chamber of Commerce~~ Merchants Ass. There may be several others. We are to bring to that meeting what ever information we might have on the need and proposal to meet the need for houses for Negroes. The two people who are proposing to build houses are to send to us what they propose to build, where, kind of house and cost of same also what other facilities they offer, like paved streets, etc. The group will study this situation and I hope see what is happening in this County in the way of housing. I do not know just what can be accomplished other than let people become aware of an unmet need and our responsibility to the Negro group to see that he gets afair deal. The latter will be dificult to do, I fear.

You will recall that Mr. Thigpen said he had given commitments to the two groups sixty days before Pelham had brought in any material. I do not see how that could be true since the Knox people do not have all of their details worked out yet. I think Thigpen is doing everything he can to push Knox along to get ready to build.

Knox does not even have the same piece of property he was working on when we were over there or at least the one they started off with. He only has an option on it for six months.

You get some idea of what we are up against. I am getting weary trying to buck it but we feel that we should keep on trying. I will try to keep you posted as to developments, if I can find the time. I am so far behind with other work that it is pathetic. I must give more time to other things.

Sincerely yours,

Fannie Bane

Housing

WOMAN'S DIVISION OF
CHRISTIAN SERVICE
OF THE BOARD OF MISSIONS
AND CHURCH EXTENSION
OF THE METHODIST CHURCH

Bethlehem Community Center

PHONE 2-9817
CONKLIN AVENUE
AUGUSTA, GEORGIA

SPRINGFIELD BRANCH
1229 JONES STREET
PHONE 2-8015

RURAL CENTER AND CAMP
OLD WAYNESBORO ROAD

RECEIVED
FEB 1
REC'D

January 29, 1953

Dear Mrs. Tilley and Mr. Mitchell:

I have been trying since Tuesday to write to you about the meeting Monday night. More than one hundred people were here. It was a disappointed group when they were told that GHA had refused to approve the location. Johnnie tried to tell them what had been said as the reasons for turning it down. No one was impressed with the report since they had seen the location themselves and a number of them live not too far from it now.

Mr. Bush told the group of the progress made through VA. These people were told that if they wanted the money back they put up to have credit checked that it would be refunded and that they were free to look elsewhere and if they found something they liked by all means to take it. No one has asked for the money.

Any number of these people have told me that they would wait indfinitely to see if anything could be worked out on this location and the houses Pelham and Bush want to build. I have never seen such a determined group of people in my life. These people have no place to go for anything they would put their money into or where they would want to live.

Someone called me today to tell me that the Hornsby houses were the most disgraceful things ~~they~~ he had seen. Cheap material and poor construction and in a low place - with a good price on them -

I do wish you or Mr. Mitchell could come over and look this situation over. One of you might be able to talk to Thompson and convince him of the right and wrong of this thing.

General Barton of the Southern Finance Corp. is the other person to whom commitments have been made. I would call him the sponsor or promoter, however that might not be the right term to use. The Knox Corp. is to build houses on the site he is working on. General Barton called me a few days ago to talk to me about his location five miles out. He asked me to write a letter saying I liked his location. I had been out with him in the summer looking for places. He does have a nice location but the distance and the Knox houses may stand in his way. I will write a statement saying I like his location. There is nothing wrong as far as the location itself is concerned.

General Barton's houses will not be ready for a long time. He said he did not even know what they would sell for. I told him I would be glad to send people to him if I found anyone interested in what he had to offer and if he told me where I could send them. He said he had not gotten that far along yet. I doubt if he had his commitment ~~before the~~ sixty days before Pelham presented his request, if he did he certainly has not done very much . That was what Mr. Thigpen told me. I really do not know what to believe when they say something because they have said so many things that they decide later that they did not say.

I am sure I do not know the answer to all of this . I think it grows more confusing every day. Mr. Thigpen's idea of keeping people from exploiting the Negro and then approve the thing that he has does not make sense.

I go out every few days to look at the Pelham site to see if I can see anything so wrong about it that cannot be corrected. We know the two factories are nearby which we cannot remove. The people who want to live in that section do not consider them such a handicap.

There is really no comparison in the quality of the houses. Pelham and Bush have offered so much for the money-- the same amount or a little less than Hornsby. I can see how the people hold on to the tiny thread of hope that is held out to them that there might still be a chance of getting these houses in a location that is easily accessible to existing facilities and near their friends.

I have just talked to Mr. Graham and he suggested that one of you come down and bring with you some person who new about materials and building as a disinterested person unless you knew a lot about building.

I hope to hear from you soon.

Sincerely yours,

Fannie Bane

Paine College

ESTABLISHED 1882
AUSPICES METHODIST CHURCH AND
COLORED METHODIST EPISCOPAL CHURCH
E.C. PETERS, PRESIDENT
Augusta, Georgia

January 19,1953

Mrs. M. E. Tilly
Southern Regional Council
Wesley Memorial Building
Atlanta, Georgia

My dear Mrs. Tilly:

I want to add a word to what Miss Bame has written you about the housing situation in Augusta. Our major concern is that someone may have the opportunity to build some substantial homes worthy of the life investment of so many of the interested families. So far, the only houses available for Negro families have been frame structures which met minimum requirements. The rate of deterioration on such buildings makes this a very poor investment for a twenty-five year period.

Inasmuch as we are interested in what people are going to get for their money, Bethlehem Center preferred a development which offered brick houses at practically the same cost as the frame ones. The refusal of F.H.A. to grant a commitment naturally keeps the better houses off of the market. When the refusal was made on the basis of the site, a new location was proposed. Mr. Thigpen said he would not consider a new site, which meant in so many words that a factor other than location entered the picture.

If two hundred houses have been allocated for Augusta, they should be no major reason why a commitment of seventy-five houses could not have been given the man who proposed to build the brick houses. My personal opinion is that the Race Relations Advisor has some kind of a tie-up with the promoters of the other development. He informed me that he had to protect the people who advanced the money. This group I thought was offered adequate protection by the federal government. However, he seems to be protecting them to the extent of keeping superior houses of the the market.

I hope your conference will result in an opportunity to offer Negro families in this community some decent houses for the first time. Many of them are most representative business and professional people.

Respectfully yours,

W.L. Graham

W.L. Graham

MEMBER
UNITED NEGRO COLLEGE FUND

Housing

WOMAN'S DIVISION OF
CHRISTIAN SERVICE
OF THE BOARD OF MISSIONS
AND CHURCH EXTENSION
OF THE METHODIST CHURCH

Bethlehem Community Center

PHONE 2-9817
CONKLIN AVENUE
AUGUSTA, GEORGIA

SPRINGFIELD BRANCH
1229 JONES STREET
PHONE 2-8015

RURAL CENTER AND CAMP
OLD WAYNESBORO ROAD

January 14, 1953

Dear Mrs. Tilley:

I am sure Mr. Mitchell told you that I called Tuesday morning to tell you that Johnnie could not go with me to Atlanta until Wednesday of next week. I hope 2:30 on Wedensday afternoon, January 21st is a good time for you. Please make an appointment with Mr. Thigpen for that hour but do not tell him that any one from Augusta will be with you. I think he would have too much time to build up walls of defence.

I am going to mail this letter to you this morning and then try to bring you up to date on the situation here as well as giving the background. That will probably take several hours without too many interruptions. I will try to get that in the mail not later than tomorrow morning.

I failed to say Johnnie and I will probably leave here around 8:30 and go directly to Wesley Memorial Church and hope to have lunch with you and Mr. Mitchell. We expect to arrive around 12:30, certainly not later than one.

I hope something can be accomplished by our conference with Mr. Thigpen, however, some people here tell me we are beating our heads against a stone wall. There is a possibility of a new person in office there as well as a number of other places. It remains to be seen what will happen and if new people will be any better than the present ones.

I have spent so many hours on housing that many days I feel like I can go no farther but the next day I find myself continuing it. I have listened to so many stories of people who are living crowded up who could buy a house if given a good deal but cannot get a chance at one that ~~one~~ could weep. It makes me want to fight that much harder.

I must get this in the mail and get busy getting together the story which you and Mr. Mitchell will need before you see Mr. Thigpen.

Sincerely yours,

Fannie Bane

NEGRO HOUSING
Augusta, Ga.

Bethlehem Center's active interest in Negro housing began about three years ago when the community surrounding Springfield Branch, an extension of the Center, began to change more rapidly from residential to commercial. We watched the houses being torn down and tried to keep up with the families who were forced to move to see where they found shelter. We discovered that there were very few places to go. Almost every one in that community moved in the house with another family. They could find no other place to go. As time went on more and more houses were torn down all over the city with very few being built to replace them.

As far as we know no provision was made by DuPont to house any Negro construction workers but houses that were scheduled for Negro occupancy were leased to DuPont for white construction workers. This was brought to the attention of DuPont and AEC several times they did nothing about it.

Nothing of any consequence has been done in Augusta to relieve the acute housing shortage for Negroes except the building of Sunset Homes, a Public Housing Project. That did nothing for the group who could pay for a house or more rent. In a number of cases people are having to leave the two Public Housing projects because their income is too high to remain in the project. In some of these cases the people had to move and have found no place to go except to move in with other families.

The housing shortage has increased tremenduously during the past year, and is still increasing with more houses being torn down and others burning. Seven families were out of shelter within one week because of fire. These also had to move in with other families. Many families are living in one room and sharing the kitchen or sleeping and cooking in the same room.

It is difficult to say how great the need is here because it is so wide spread and one cannot go out and find the people. We have had several hundred, I would say more than three hundred, have contacted us by telephone or have come personally to talk about houses. Some of these have been able to get in Sunset Homes, while others could not because they earned too much or there was no room for them. There are around 800 applications for Sunset Homes that cannot get in.

We have 137 applications here at the Center for homes in a project which one man proposed to build but which F.HA has turned down. These people like the kind of house he proposed to build and also the location and price. All of these people have come to look at the plans and signed application blank for credit rating. Salaries and wages of these people would average more than $200.00 per month, with many of them earning earning nearer $300.00 and some more. More people have called and we have discouraged their coming because FHA has not been cooperative.

Bethlehem Center began about a year ago to call attention to the desperate need for housing for Negroes. I went over to Aiken to talk to Mr. Ratchford of the Housing Home Finance Agency to point out the need and to remind him that no houses had been provided for Negroes under defence. He sent me to Mr. Robert

Pelham who was at that time building Mansion Homes. I went with him and different real estate representatives to hunt locations for a housing development. One was found just across the city limits near several industries where there is ample space to build and give good sized lots. It is near enough to town that one could get to Broad Street in five or ten minutes. It is near the new four-lane highy and on New Savannah Road which is to be paved. Several real estate people have told me that it was the most desireable location around Auguata for a Negro housing development. It would be an extension of a Negro community.

I have not had any report from FHA on the site other than what has come to me through Mr. Pelham. Some of the things they object to can be overcome. There is an open sewer which runs through a large Negro section. The City sewer system is supposed to be extended to this section within the next year. I will talk to you later about other things.

Mr. A.L. Thompson has been over here to see the location. He took me to see it so he could point out the defects some of which I had seen before and knew how they could be eliminated. When he left he said he would approve a part of the location but he would also go through with another location on East Boundry. I told him I did not object to the development on East Boundry but I did feel that Negroes should have the privilege of going into a location where they wanted to go and not be forced into situations. Mr. Graham and I had been told a few days ~~ago~~ before by Mr. Thompson that FHA wanted to test the market for Negro housing in the location on East Boundry or near there. We told him that

would not be a true test of the market since so many Negroes did not want to live in that section of the city. He said if the situation was as bad as we said it was ~~a bad as we said it was~~ that Negroes would go anywhere. Mr. Graham reminded him of the fact that Negroes would live under almost any condition rather than go into locations that they did not want to live in.

FHA has given a commitment to Hornsby and McCoy Real Estate Company for 75 houses on what we refer to as the East Boundry location. It is not actually on East Boundry but four or five blocks beyond and back of the 1,000 trailers. Pilgrim Life Insurance Company is buying the mortages. In other words it is a Hornsby development and is known as Hornsby Subdivision.

Many Negroes object to the location and even more seriously to Hornsby's connection with it. I have listened to the stories of more than one hundred people who have come here to talk about housing and I was amazed at the number who have said they would have nothing to do with anything Hornsby was connected with. They had at some time rented or had dealings with him. They said he had forced them to live in sub-standard houses and nothing they could do would persuade him to repair them. They also said he will not offer you anything that is worth what he wants for his houses. They said that they would wait indefinitely for the houses Pelham was offering before they would think about one of Hornsby's houses. We have sent them to see the Pelham location to be sure they knew where it was and what it looked like before they signed for credit rating.

Some of the Hornsby- McCoy Real Estate people have been sending word to people to come down to see them and telling them that if they want a house they might just as well get one from them ~~and~~ because FHA would not approve any other location. These people just said they would not buy one of their houses because they did not like the location nor the house they were offering.

We are not fighting Hornsby Subdivision but we are fighting for better houses and in a location where a number of Negroes want to go. It is too bad Mr. Thompson was not willing to believe our story when he was here. Any one who gives commitments would do well to remember that agencies like Bethlehem Center that have served the community over a long period of years know something about the ~~feel~~ interests of people and also how they feel about many things.

I think Thompson was misled by his so-called leading citizens who knew nothing of the interests of people in the community and cared less. Their interest is in promoting themselves or what they can get out of it.

I am sending you material about the Hornsby Subdivision and will bring plans of houses Pelham proposed to build. He wanted to build a jumbo brick house with steel casement windows, cement floors with asphalt tile. Two bed rooms, kitchen and bath for $7350.00 with $350.00 down. Hornsby houses have same kind of flooring.

Pelham has withdrawn from the picture now and a local person has taken over with the hope that FHA will cooperate with him. Pelham was not able to get cooperation. I will bring with me a letter

from the man who proposes to build now. He promises to build the same type of house Pelham planned to build and at the same price. He will go over to see Mr. Thigpen later. I will also bring a letter Mr. Pelham wrote to me telling me that he was withdrawing from the picture.

The man who is working on this now has lived in Augusta all his life and his family has lived here for years. He also has money and can get what he needs.

I talked to Mr. Thigpen several times by telephone. He told me he had to protect the Negro from those who would exploit ~~them~~ him. What he tells me does not seem to go with what he does with his commitments. Any one can look at the house that has been approved in the Hornsby Subdivision and tell that no one can pay for that house before he has to begin repairing it.

Miss Fern Colborn who works with the National Federation of Settlements in the field of Education and Social Action has been making contacts in Washington to see what could be done about this situation but has gotten nowhere except a promise to send her Thompson's report which I understand has something against the location and also something against Pelham. That report has not reached her a few days ago so we do not know what Thompson had to say in his report. Miss Colborn is out of her office now and will be for another week. It might be just as well that we do not know and let Mr. Thigpen tell us.

My understanding is that Mr. Thigpen had promised Mr. Pelham that

if he would sell 150 of his houses he would give him 50 more if his site was approved. Thompson came over and looked at the site and told me he would approve a part of it but when Mr. Pelham went over he turned down the whole site. He had already told us that he had to protect Hornsby's investment. He said nothing about protecting the people who wanted to buy houses.

Bethlehem Center has been the meeting place for people who were interested in the houses Pelham proposed to build. The plans have stayed here and people are free to come here at any time to see them and members of our staff have the information about them and do explain what he has to offer. We have also told people that there were other people who proposed to build and suggested that they see them before they made up their minds on this one. Some have gone to shop around and returned.

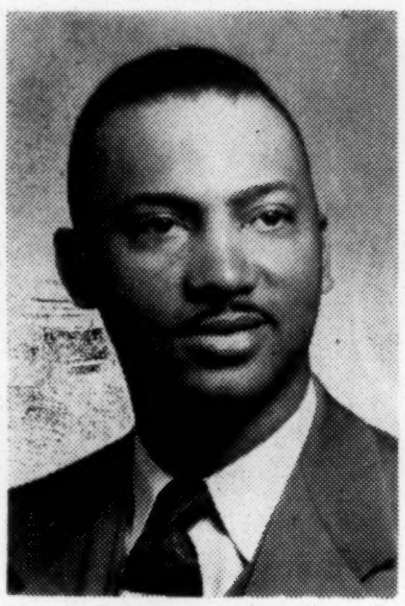
I talked with a man from another real estate company a few days ago with whom I had gone to see the location Pelham has and he said that was the best location near Augusta for a Negro Housing development. I have been out with other companies looking for locations and have been frank to tell them what I thought. One man wants to build a long distance out, in fact, too far out for many people who had to depend on buses to get to and from work and into Augusta. I have not heard from this group lately so do not know what they have done about trying to build.

I had better put this in the mail and give you additional information when I see you.

Fannie Rowe

Q. WHAT'S NEW IN AUGUSTA?
A. HORNSBY SUBDIVISION.

Start Now and Buy Your Home For Today and Tomorrow

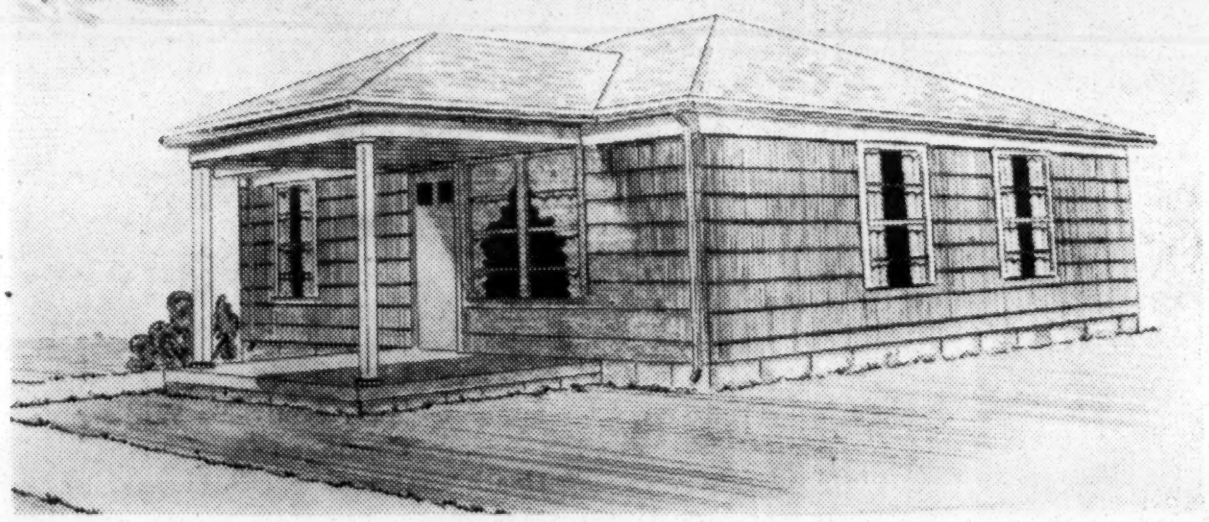


L. B. WALLACE
Manager and Secretary

For the first time in the history of Negro Housing you can buy your home for 5 per cent down and payments like rent, meeting all F.H.A. requirements. In Hornsby Subdivision Gwinnett Street Extension, one block east of East Boundary.

MRS. H. B. HORNSBY
Ex. V.-Pres. and Treasurer

They are asking $7500.00 for this house with $500.00 down.



For 20 years we have served the public, and now we are pioneering the field of private housing on large scale planning.

For Details Apply

Hornsby-McCoy Realty Co.

1137 Gwinnett Street **Dial 2-4104**

The Pilgrim Health & Life Insurance Co.

In Social Achievements

S. W. WALKER
President

The night of May 2, 1898 was a memorable one for The Pilgrim Health and Life Insurance Company of Augusta, Georgia, for it was on this occasion that a Baptist minister, the Reverend T. J. Hornsby and four youth, Solomon W. Walker, J. C. Collier, Walter S. Hornsby, and Thomas J. Walker met in the parsonage kitchen and set up The Pilgrim Benevolent Aid Association. This venture was the result of the vision of Solomon W. Walker, a delivery boy for a grocery store on Gwinnett Street, in Augusta.

Young Walker sensed that the time was ripe for the formation of an organization operated by Negroes, for Negroes. He called his brother, Thomas J., his cousin, Walter S. Hornsby, his uncle, the Rev. Thomas J. Hornsby, and his friend, J. C. Collier, and sold them on the idea to which all were agreeable. Their stock and capital was offset by their enthusiasm for the venture. So, with a Richmond County charter, bought on the installment plan out of the meager earnings of the delivery boy-dreamer, the little ship Pilgrim was launched.

W. S. HORNSBY
Executive Vice-President

From its inception, The Pilgrim served the masses. Sick and accident insurance consisting of weekly benefits, in case of disability, and death benefits, though meager at the outset, furnished the only assets of a number of our people.

The officers and employees throughout the territory which the Company serves, have always been alert to the social, economic, moral and spiritual needs of their clientele. Hence, they are leaders in the field of social betterment.

The Company is proud, therefore, to engage in the project of financing seventy-five homes, built under F. H. A.'s strict specifications. The Company believes that higher living standards contribute to the development of a better citizenry.

The Pilgrim operates on the branch-office system. Its affairs are administered by the following officers and directors that compose the official family: President, S. W. Walker; Executive Vice-President, W. S. Hornsby; Vice-President and Secretary, A. M. Carter; Vice-President and Treasurer, W. S. Hornsby, Jr.; Vice-President and Medical Director, Dr. T. W. Josey; Vice-President and Director of Agencies, James H. Walker; Assistant Directors of Agencies, C. R. Williams, James M. Hinton, and T. D. Hornsby; Home Office Auditor, S. B. Thomas; Personnel Director, Mrs. Hattie B. Hornsby; Manager of Ordinary Department, S. M. Jenkins; Public Relations Officer, Mrs. Agnes W. Jones; Secretary to the Executive Vice-President, Mrs. Nellie Evans; and Cashier, Miss Maude D. Parks. Other directors are Mrs. Susie J. Walker, Mrs. Nellie S. Coppage, and Mrs. Marguerite Pettigrew.

FINANCIAL REPORT SEPT. 30, 1952

Assets:

Real Estate	$ 171,472.42
Real Estate on Contract Sales	513.58
Mortgage Loans	549,826.01
Bonds Owned	4,731,033.86
Stocks Owned	512,827.84
Cash	203,107.29
Loans on Policy Contracts	165,122.08
Premium Notes	3,155.90
Agents Balance (net)	1,296.51
Total Ledger Assets	$6,338,355.49
Investment Income Due and Accrued	42,987.42
Deferred and Uncollected Premiums	171,262.89
Less: Agents Debit Balance	1,305.26
Total Admitted Assets	$6,551.300.54

Liabilities:

Reserve on Policy Contracts	$4,973,991.00
Supplementary Contracts Without Life Contingencies	2,633.72
Death Claims Due and Unpaid	16,263.00
Premiums Paid in Advance	31,720.25
Commissions Due and Accrued	7,246.81
Medical and Inspection Fees	251.70
Taxes Due and Accrued	7,151.94
General Expense Due and Unpaid	2,501.95
Agents Bond Reserve	84,194.69
Employees Retirement Fund	130,281.66
Total Liabilities	$5,256,236.72
Reserve for Contingencies	300,000.00
Capital Paid Up	200,000.00
Surplus	795,063.82
Total	$6,551,300.54

S. W. WALKER,
President

W. S. HORNSBY,
Executive Vice-President

HOME OFFICE, AUGUSTA, GA.

HAPPINESS IS OWNING A HOME DESIGNED TO

THE PURSUIT OF

YOUR COMFORT

JEROME ASSOCIATES, INC.

Have planned and will develop

These Modern Homes to be erected on

THE HORNSBY SUBDIVISION

Gwinnett Street Extension

GROUND BREAKING CEREMONIES

Don't Miss This Interesting Program

JOHN WESLEY DOBBS
Speaker

You Are Invited to Attend
The Ground Breaking Ceremonies
At Hornsby Subdivision
Gwinnett Street Extension
One Block East of East Boundary
Sunday, December 14th at 3:30 P. M.

Come and Hear How You Can Own Your Own Home by Paying 5 Per Cent Down and Payments Like Rent, Meet All F. H. A. Requirements.

A. L. THOMPSON
F. A. H. Racial Relations Director

John Wesley Dobbs, Speaker

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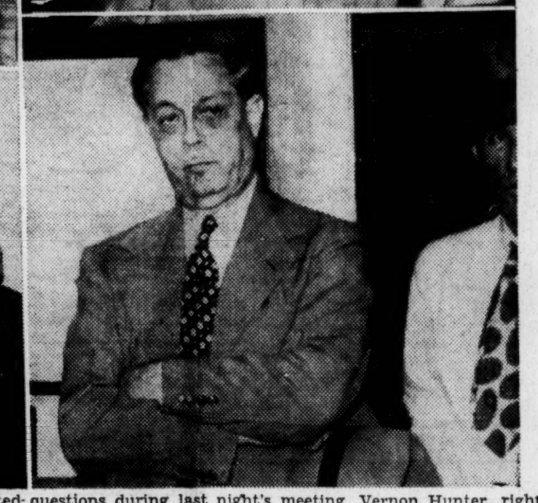
Free Refreshments For Everybody

Visualize Your Belief In The Future By Purchasing
A Home In Hornsby-Subdivision



NEGRO QUESTION AIRED: Winter Park residents last night opened effort to protect their property from encroachment by negro property owners.

Mrs. James W. Winters, [left] leader among Winter visitors, asks Mayor R. E. Baker of Winter Park, to protect property-values through zoning. Center top: left to right, C. F. Bleyl, P. C. Hutchinson, O. S. Coop and James O. Rogers who offer sound arguments to city commissioners regarding threatened encroachment of negro residents into Lake Killarney residential section. Center bottom: City Atty. W. E. [Red] Winderweedle, and City Clk. Walter Schultz at exciting meeting of Winter Park City Commission last night when property-owners protested negro houses being built west of Maitland Ave. dividing line. Mrs. Z. J. Rutledge, top right, 909 Kentucky Ave., Winter Park, who asks city commissioners some pointed questions during last night's meeting. Vernon Hunter, right bottom, well-known theatre man, is anxious to protect approach to the City of Homes and the City Beautiful as well as his own property on Orlando Ave.

Staff Photo: Star Studio

Orlando Morning Sentinel
TUESDAY, MAR. 7, 1944 PAGE 7

Negro Question Finally at Head

[Continued From Page One]

knowledge of the city commission.

Some 50 men and women of Winter Park—chiefly property-owners of the Lake Killarney section—attended the meeting of the commission. They declared their purpose was to maintain property values.

Roughly speaking the negro section of Winter Park is bounded on the east by the railroad tracks, on the south by Fairbanks Ave., on the west by Maitland Ave. and north several blocks, an area of about 40 blocks. Many of the streets are paved and lighted.

In that area, there is as large a percentage of sewerage as in the remainder of Winter Park; the streets are tended by the sanitary department to clear away trash and rubbish where it is collected and placed at the sides of the street. Efforts have been and are being made to encourage the negroes to beautify their property and to assist them in this. A negro day nursery is maintained for the working mothers to have their children cared for during the day. Septic tanks are provided at a cost within the reach of every householder.

Everything has been operating smoothly. However, for several months, the Rev. C. E. Bowers is declared by city officials to have been going to Lake County, buying frame houses, hauling them here and selling them to the negroes. Mr. Phillips who developed Orlando Homes and Palm Terrace in Orlando, has been selling them lots in the area west of Maitland Ave., the disputeed dividing line, according to reports.

Two weeks ago, a few of the residents of West Winter Park appeared before the city commissioners to ask for definite action against the increasing encroachment and because nothing definite was done, there was a larger delegation on hand last night.

Several suggestions have been made—one that the area, which is largely a swamp-land, be condemned. If the section, which is low and swampy, is turned into a residential section, it is stated that it will be only a short time before it all will have to be drained with the coming of rains.

Winter Park women have labored thousands of hours to provide food, clothing and other assistance to the needy in the negro section, through the Benefit Shop and other welfare agencies. The men and women of the community have shown an enlightened viewpoint instituting many cultural improvements—a library, showers and playground facilities.

With the opening of the Orlando Ave. shortcut, Winter Park was cut off from the main artery of traffic from the north and south and now certain residents feel that if the negro section is allowed to move to Orlando Ave., it will not stop there but will continue to Lake Killarney, thus bringing north and southbound traffic through an entire negro section as its only contact with Winter Park.

Among those present at the meeting last night were: Mr. Coop, spokesman; P. C. Hutchinson, who recently sold the Killarney Kabins, a highly-develope tourist coloney at the intersecti of Fairbanks and Orlando Av C. F. Bleyl, who purchase property for $20,000 and has extensive improvements sin Mrs. Z. J. Rutledge, of 9 tucky Ave.; W. E. Donal and Mrs. Jim Traer, Mr James W. Winters, Jam Mr. Hunter, Orlando t who resides on Orlan Hermine Havemayer

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VOL. XXIII—NO. 2283

Negro Question Finally at Head In Winter Park

Council Might Decide White—Black Issue

Angry residents of the west side of Winter Park descended on the weekly meeting of the city commission last night, dumped the problem of negro encroachment on white-owned property in their section of the city square into their corporate lap, and received the worried assurance of Mayor R. C. Baker that the city would do its best to hold the color line to Maitland Ave.

O. S. Coop of 1051 Fairbanks Ave., was the leader of the property owners' delegation, and presented the case of the white citizens, who complained about the sale of lots to negroes and the moving of buildings for negro residential purposes onto the lots in the Lake Island Estates, lying between Morse Blvd. on the north, Orlando Ave. on the west, Fairbanks Ave. on the south and Maitland Ave. on the east. More than 30 lots on the west side of Maitland Ave. are already in the hands of negro property owners and a number of negro dwellings are already occupied or in the process of erection within this area.

The west side of the subdivision, fronting on Orlando Ave., contains a number of white-owned properties, and on the west side of Orlando Ave. in the vicinity are several large estates owned by prominent citizens including Vernon Hunter, theatre magnate.

MAYOR'S ASSURANCE

Mayor Baker assured the delegation that the city intended using every means to hold the color property line at Maitland Ave. as a westward boundary of the negro section, and proposals were discussed at the motion of Coop to arrange for the purchase and removal of negro dwellings already present on lots west of the proposed line.

City Atty. W. E. Winderweedle declared to the protesting white property owners that no valid zoning ordinance could be constituted on the basis of racial restriction, declaring that the United States Supreme Court had reversed three cases of this kind in recent years.

The complaining residents appealed for a restrictive ordinance such as Orlando has placed in ef-

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The complaining residents appealed for a restrictive ordinance such as Orlando has placed in effect in restraining the limits of negro settlement. Winderweedle insisted "we can't zone on the grounds of racial discrimination and have it stick."

Property owners pointed out that much of the subdivision in question was on low swampy ground, contained the site of the Winter Park city incinerator and part of the city trash and garbage dump.

City officials said that many of the lots in the subdivision in the area at issue were owned by Wellborn C. Phillips of Orlando, and they charged Phillips with breaking a verbal agreement in selling the lots for negro residential purposes.

ATTORNEY'S RULING

City Atty. Winderweedle said that only by courtesy could a restricting ordinance remain effective in such a case. "That's what we're asking for," declared a housewife, "just courtesy."

Coop asked the commission to appoint a committee to approach the negro householders inside the area under discussion and take up with them the matter of purchase of their properties and their removal to favorable locations in the negro section.

Members of the commission present were Mrs. Ethel Melcher, E. R. Baldwin, Foster Fanning, and they reserved opinion on the problem, for the most part, leaving the expression of official views to Mayor Baker and City Atty. Winderweedle. Mayor Baker pointed out that lots in Block 9 of the subdivision had been sold out for negro residential use without the

[Continued on Page 7, Column 1]

Argentine Renews Solidarity Pledge

BUENOS AIRES, [UP] Gen. Diego I. Mason, acting foreign Minister, said last night in a formal statement that the Argentine government renews expressions of inter-American solidarity and intends to carry out all measures concerned with it.

At the same time Col. Gregorio Tauber, secretary to the Presidency, said that the Cabinet met yesterday morning to study "American international policy."

Tonight's Movies

BEACHAM: "The Desert Song." 1:00, 3:11, 5:22, 7:33, 9:44.

COLONY: "The Miracle of Morgan's Creek." 2:00, 4:01, 5:50, 7:51, 9:40.

DRIVE IN: "Pittsburgh."

GRAND: "Gildersleeve on Broadway." 1:00, 3:51, 6:42, 9:34. "Marines on Tarawa." 3:25, 6:20, 9:10.

RIALTO: "Pistol Packin' Mama." 1:24, 4:04, 6:44, 9:24. "The Kansan." 2:30, 5:10, 7:50, 10:30

VOGUE: "Short Subjects." 2:05, 4:30, 6:55, 9:20. "Salute to the Marines." 2:49, 5:14, 7:39, 10:04.

ROXY: "Dark Command" and "Frontier Badmen."

APOPKA: "One Dangerous Night."

CLERMONT: "The Fallen Sparrow."

DELAND: "The Lodger." DREKA: "Action in the North Atlantic.

EUSTIS: "Keep 'Em Slugging" and "Nobody's Darling."

HAINES CITY: "Hi Buddy" and "Beyond the Blue Horizon."

KISSIMMEE: "Coney Island."

LEESBURG: "Claudia." FAIN: "Clancy Street Boys" and "Report on the Aleutians."

MOUNT DORA: "The Desert Song."

ST. CLOUD: "Lassie Comes Home."

WINTER GARDEN: "There's Something About a Soldier."

WINTER HAVEN: "Salute to the Marines." GRAND: "Swing Shift Maisie" and "Hostages."

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HOWARD UNIVERSITY
CHARTER DAY ADDRESS
BY
DR. FRANK P. GRAHAM
PRESIDENT
UNIVERSITY OF NORTH CAROLINA
11 A.M.
MARCH 2, 1944

Some Issues and Impacts of the War

World War II is a global, total and revolutionary war. More than World War I this is a global war. Europe, Africa, Asia, Australia and the Americas are shaken with the terrific clashes of the United Nations and the Axis Powers. This is not only a global war involving all continents, seas, and skies, but it is a total war involving all the people and all their industries and institutions.

World Counter-Revolution

World War II is not only global in extent and total indepth but is also a world wide fascist counter-revolution against the people's revolution. From denouncing the failures and frustrations of freedom and democracy the fascists went on in victorious power to renounce freedom and democracy themselves. The counter-revolution has become a global and total war against civilization itself. In historic implications, preent issues and future results this war is more revolutionary than all the revolutions in history. For some 2000 years the direction of civilization has been forward toward the development of the freedom and worth of the human being, the dignity of human personality, the enduring values, humane, ethical, individual and universal and spiritual. The moral law of Hebrew faith, the idealism of Greek thought and art, the universality of Roman law, the highest aspiration of the classical age, the spiritual conception of one God and one great human family of all men as brothers and sons of God, the persistent Christian hope of human brotherhood reaching across the centuries are now renounced in a counter revolution reaching around the earth. The wave of the future would engulf the best of the wave of the past and sweep us back into a past back of our own ancient past. Forward with the people's revolution or backward with the counter-revolution is the issue of the World Revolution as the dynamic power of this global total war.

Need for the Reinvigoration of Democracy

The fascist counter-revolution has, in part, made its appeal to disillusioned peoples and gathered its power out of the failures and frustrations of freedom and democracy. The democracies needed to look homeward. In a world in which men everywhere had come to aspire toward freedom and democracy, lately, in terrible disillusionment, insecurity and fear, they turned to dictators and totalitarian ways. Democracy tended to provide equality of suffrage but not equality of opportunity; the freedom to worship but not the right to work; the freedom of assembly and the right of collective petition but not the freedom of the self-organization of workers and the equality of collective bargaining; corporate privilege but not agricultural parity; and political liberty but not social security against the hazards of modern society. The political liberties and social drift of a more static society became tragically insufficient to meet the vast economic changes, the financial crisis, and the deep human needs of our dynamic modern society.

In fairness to this hope as an alternative to the ways of the totalitarian dictatorship, and in fairness to the youth and the future of the world, we must not in prideful complacency, cynical defeatism or cowardly despair, deny and betray the early promise of the American dream. The old victories for human liberty can be preserved only in the revised versions of the new struggles for democracy. Liberty can be raised to higher levels by the widening of social security. The old Bill of Rights can be saved only by provision for a new Bill of Rights.

Freedom of the Mind

The test of the Bills of Rights is its application to those whose ideas the majority may despise the most. Americanism grown on this soil is not a frail plant that must be falsely protected with terrorism by those without faith in the depth of its rootage or the robustness of its timber. Its roots are deep in the teachings of our religion, in the traditions of the race and in the ideals of our own country. This freedom of inquiry must include not only the theological implications of the geologic structure of the earth and the biological implications of the physical structure of a fish, but also the human and spiritual implications of the economic structure of society. In the cause of the freedom of religion, organization, press, speech and teaching, spiritual heroism shines out all along the way of the human pilgrimage against the fascist struggle for the possession of the mind and soul of the youth. The colleges must be the outposts of the freedom of the mind and the autonomy of the human spirit. The cross and the stake reveal the synagogue, the church, the university, the newspaper, and the soap box, carry on the unconquerable aspirations of the human spirit for a freer world.

The Handicaps and Struggles of the South

In the Southern States we have in America the oldest and yet newest recapitulation of the struggle of a people to win their freedom from economic imperialism; to make a freer and better South. The Southern people, despite all their faults and failures, have heroically risen from the ruins of war and reconstruction, and yet, despite a great tradition, find themselves under severe handicaps which constitute a national economic problem emphasized by the war.

The Southern people are a strong, wealth-producing people, but are a weak wealth-retaining people. The rich top soil stored up to the value of billions of dollars during millions of years is annually washed wastefully away to the sea. The hundreds of millions of agricultural and industrial wealth whose origin and productions are in the South are siphoned away to the great financial centers.

The tariff structure, by which the Southern and other agricultural people have to buy their manufactured products in a highly protected national market and sell their agricultural products in the once comparatively open markets of the world, lifts wealth out of the South. The freight structure, with its high differential against Southern farmers, manufacturers and merchants, draws wealth from the South. The industrial-financial structure pyramids capital whose great peaks of wealth and power rise far beyond the Southern region. The political structure, with its poll tax discriminations, is a set-back to a great region. Racial and religious injustices are damaging to our section, our national morale, and our democratic cause in the world. The population structure with its very large proportion of Southern school children constitutes an economic overload for the South and yet, if justly accounted for, can become one of the chief hopes of the nation.

In 1930 the farm people in the United States obtained 9 per cent of the nation's income and yet supported 31 per cent of the nation's children. Southeast-

farm people with approximately 4,250,000 children receive 3 per cent of the national income while Northeastern non-farm people with approximately 8,500,000 children received 42 per cent of the national income. A higher tax rate is required to provide less than $30 per child invested in the public schools in three states than is required to provide more than the $120 per child in ~~the~~ three other states. In the states with the least economic ability the people pay the highest tax rate for the education of their children on the lowest plane in the nation.

An economic, social, and cultural lag in any part of the country is an economic, social and cultural damage to all parts of the country. Forty per cent of the young people, ~~twn~~ to twenty years old on farms in 1920 were in urban areas at the end of the decade. Sixty per cent of this net migration was from Southern rural areas. (The region with less than a third of the population has more than fifty per cent of the excess of births over deaths in the nation.) A large proportion of the children who in their non-productive years are supported and educated by rural people become, in their economically creative years, the producers in the vital industries, and the citizens of the urban communities. The quality of the education in these rural areas is a matter of vital concern to the industries, the cities and the people of the whole country. Economic inability and educational overload coincide in the same rural and sectional areas to fix educational inequality and to impair the foundations of our national democracy. Just as within the states, children in rural localities can have a fairer educational opportunity only through state aid to the localities, so children in the rural states can have a more equal educational opportunity only through federal aid to the state. An advance of democracy on the home front provides dynamic power for the advance of the democracies on the battle fronts.

With more equal opportunity for their children, the Southern people will have a fairer chance in the house of their fathers to play a larger creative part in the great adventure of making a freer and nobler America for its high destiny and, pray God, its decisive part in winning the war and winning the peace.

The Negro and The War

In this struggle more volunteers have come from the South, and there is no more loyal group of our fellow citizens than the American Negroes, North and South. In defense of America they spring to arms in the spirit of Dorie Miller of Texas, the Negro messboy who, when the machine gunner on the "Arizona" was shot down, jumped to his place and shot the last rounds while the ship was sinking in Pearl Harbor. Whether as fighting men or for production of food and munitions, America needs the Negro and the Negro needs its equal opportunity to work and fight for America. The Negro is necessary for winning the war and is a test of our sincerity in the cause for which we are fighting. Any lag of the Negro becomes a handicap to our whole nation; any progress of the Negro becomes a reinforcement of our democracy.

In reviewing some points in the recent progress of the Negro in the United States we must have a sense of historical perspective in America and of interracial relations in other parts of the world. The progress of the Negro must be viewed against a background of slavery, unjust discriminations, legal segregation, and of racial imperialism whether in the United States of America or in the Union of South Africa. The problem of the race is basically not so much a matter of sections and regions as it is a matter of numbers, whether in Atlanta, Detroit, or Johannesburg. In spite of all the handicaps of the old slvery and the new discriminations, the Negro in the United States has compressed the most progress in the shortest time

of any race in human history. Slavery gave the Negro his Christianity. Christianity gave the Negro his freedom. By cooperative effort this freedom must give the Negro equal rights to home and health, education and citizenship, and the equal opportunity to develop, to work and to fight for our common country.

Despite the Ku Klux Klan in the deep South, or the race riots in the midwest, the Negro is on the march on all fronts. The lynchings of Negroes in the United States have decreased from 57 in 1920 to 5 in 1941, and fewer still today. The life span of the American Negro has increased in 10 years from 49 to 55 years. Illiteracy among Negroes has declined from 70% in 1880 to 10% in 1940. In my own state of North Carolina, the recent legislature provided a 12 year - 9 months state supported school system for both the while and colored children, and in 3 years will complete its program for the equalization of pay of the teachers in both Negro and white schools. In 4 years the increase in the salary of Negro teachers in public schools is from $120 per month for 8 months, to $145 per month for 9 months. The University of North Carolina and Duke University are cooperating in helping provide professional and graduate work at the North Carolina College for Negroes in Durham. In the last decade, more Negroes graduated from American colleges and universities than in all the previous history of the race. North Carolina long ago led the way in abolishing the Poll Tax as a prerequisite for voting and, consequently, a gradually increasing number of educationally qualified Negroes are voting each year in the primary and general elections in that State.

The Negro in America has, in recent years, won more opportunities in industries, education, the professions, in military and naval services than in any part of the earth or in any other period of history. Much more remains to be done. On June 25, 1941, the President issued an executive order providing for equitable participation of all workers in defense industries, without discrimination because of race, creed, color, or national origin. Last month the National War Labor Board abolished wage discrimination against colored laborers and granted special wage increases to Negro workers which placed them on a basis of economic equality with the white workers in the same classification in line with the general policy of the Board, with prophetic Americanism, and with the cause of the United Nations.

Economic and political discrimination on account of race or creed is in line with the Nazi program. America, in the days of its infant weakness, the haven of heretics and the oppressed of all races, must not, in the days of its power, become the stronghold of bigots. The world has given America the vigor and variety of its differences. America should protect and enrich its differences for the sake of America and the world. Understanding religious and racial differences makes for a better understanding of other differences and for an appreciation of the sacredness of human personality, as basic to human freedom. The American answer to differences in color and creed is not a concentration camp but cooperation. The answer to error is not terror but light and liberty under the moral law. By this light and liberty, the Negro has made a contribution in work and faith, song and story, laughter and struggle which are an enduring part of the spiritual heritage of America.

More hundreds of millions of colored peoples in the United Nations are involved in the outcome of this global war than the combined populations of the Axis Powers. Under Hitler and his Master Race, their movement is backward to slavery and despair. In America and in the United Nations, the colored peoples have the freedom to struggle for freedom. With the victory of the democracies, human destiny is toward freedom, equality of opportunity, and the gradual fulfillment for all peoples of the noblest aspirations of the brothers of men and sons of God without

regard to color or creed, region or race in the world neighborhood of human brotherhood.

America and the Peace

Though the international structure as erected by the nations seems to be falling in ruins, the flag of international organization must be kept flying at Geneva for the better day of our human hopes to make of one world a good neighborhood. By the tragedies and lessons of the last peace, we must be resolute to prepare now to help to organize justice and peace after this war.

In this one world the gigantic industrial framework of concrete highways, steel railroads, oil pipelines, telegraph and telephone lines, high tension power lines across continents, cable lines underseas, ocean lanes, shiplines, airways and wave lengths, has encompassed the earth and tied the nations together for destruction or for cooperation. This dynamic mechanical framework catches up wars and depressions anywhere and enmeshes peoples everywhere. It may serve the course of tyranny and the destruction of civilization, or it may serve the cause of justice and the advance of civilization. Coal, Iron, oil, rubber, and all the far flung economic resources of land and water, field and mine as the stakes of the struggle for power, can divide and destroy civilization, or as the cores of interdependent creative cooperation unite the nations for the production of abundance and freedom everywhere. A spiritual voice calls across two thousand years not to crucify mankind on the cross of a third world war. The ten million soldier dead of the First World War and the uncounted dead of the Second World War call to us from Russia, China, Britain, and all the seas and continents not again to pass them by in unholy isolation. For America a second time to fail to rise to the responsibility of her power and the opportunity of her greatness would be to trade and trifle in the temple of the world's heroic dead. Americans who came from all the lands to make of the American dream one nation of freedom and justice for all citizens, now, with their great Allies, fight in all lands to make of the human dream one world of freedom and justice for all people. Twice in one generation America has joined in an allied organization for war against militaristic aggressors. America must not again fail to join an association of nations for the organization and enforcement of peace.

On this historic Charter Day we recall that you members of the student body belong to a generation which has experienced the aftermath of the first World War, the throes of the Great Depression, and the deep impacts of the second World War. After the other war, the illusions of the return to normalcy, the unmastered economic drift, and the dizzy prosperity, left their marks upon the children of the unorganized peace. Then the disallusionments of the economic breakdown, the miseries of wide unemployment, and the restrictions upon the freedom and equality of opportunity all combined to close doors upon the youthful hopes of your generation. You belonged to what was called, for a time, the Lost Generation.

Out of the lessons of illusion and disillusion, false prosperity and economic collapse, national isolation and international chaos, the far retreat of the complacent democracies and the wide appeasement of fascist tyrannies, at long last by historic and ironic circumstance, the lost generation now goes forth to save civilization, to save the most precious heritage of the generation past and to redeem the promise and hopes of the generations to come.

You belong to a generation, already marked out in history, chosen by fateful time and circumstances for a great mission. Not only so but by reason of merit, struggle and good fortune you belong to the college men and women of your gen-

eration. We also trust that you have something of a filial pride in the fact that you are and always will be the sons and daughters of Howard University, historic in great traditions of service, and young in the responsible freedom of liberal minds and the immortal freshness of humane hopes in the eternal adventure toward the Kingdom of God.

P. B. YOUNG, PRESIDENT AND PUBLISHER

TELEPHONE 25319

The Journal and Guide

MEMBER AUDIT BUREAU OF CIRCULATIONS

PUBLISHED WEEKLY BY
THE GUIDE PUBLISHING CO., INC.
711-723 EAST OLNEY ROAD
NORFOLK 1, VA.

April 4, 1944

Dr. Guy B. Johnson
University of North Carolina
Chapel Hill, North Carolina

Dear Dr. Johnson:

As usual, I hope to see you at the meeting of the Howard Board of Trustees on April 11th.

Administrative affairs are moving along very satisfactorily and the University appears to be enjoying its best period of growth, stimulated by more than usual interest on the part of alumni and friends.

Charter Day exercises on March 21st and the graduation of the first medical-dental group under the accelerated war training program on March 17th were most successful.

Your counsel is needed at the Board Meeting. It is always a source of inspiration and help.

Trusting that you are enjoying the best of health, I am with cordial regards,

Sincerely yours,

P. B. Young

P. B. YOUNG

PBY:LHL

MINUTES OF THE BOARD OF TRUSTEES
HOWARD UNIVERSITY
WASHINGTON, D. C.
APRIL 11, 1944

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MINUTES OF
BOARD OF TRUSTEES
HOWARD UNIVERSITY
WASHINGTON, D. C.
APRIL 11, 1944

The Annual Meeting of the Board of Trustees of Howard University was held Tuesday morning, April 11, 1944, in the Treasure Room, Founders Library, University Campus, Dr. P. B. Young, Chairman, presiding, beginning at 10:00 o'clock.

Present at the meeting:

Dr. P. B. Young, Chairman of the Board of Trustees
Dr. George W. Coleman, Vice-Chairman of the Board of Trustees
Dr. Mordecai W. Johnson, President of the University

Dr. Louise C. Ball	Dr. Charles H. Garvin
Dr. Jacob Billikopf	Dr. Richard W. Hale
Dr. Sara W. Brown	Dr. Guy B. Johnson
Attorney Harry J. Capehart	Dr. Thomas Jesse Jones
Attorney W. Justin Carter	Mr. Lorimer D. Milton
Attorney George W. Crawford	Dr. Peter Marshall Murray
Dr. Walter G. Crump	Judge Myles A. Paige
Mr. F. E. DeFrantz	Dr. C. C. Spaulding
Mr. Lloyd K. Garrison	Dr. Channing H. Tobias

Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Prayer by President Johnson.

1. The Minutes of the Semi-Annual meeting of the Board of Trustees, held October 26, 1943, having been sent in advance to members of the Board for review, were, upon motion, approved and ratified.

2. The Minutes of the meetings of the Executive Committee of the Board of Trustees, including the following dates:

November 24, 1943
December 17, 1943
January 28, 1944
February 18, 1944
March 17, 1944

having been sent in advance to members of the Board, were, upon motion, received and ordered filed.

PRESIDENT'S REPORT

3. The President made a brief report to the Board and stated that his formal report would be sent to each member.

REPORT OF THE SECRETARY

4. The Secretary stated that his report had already been sent to members of the Board.

REPORT OF THE TREASURER

5. The Treasurer stated that his report is included in the report of the Finance Committee.

STANDING COMMITTEES

EXECUTIVE COMMITTEE:

6. The Executive Committee submitted the actions of the meetings of the Executive Committee held since the October meeting of the Board as its report.

FINANCE COMMITTEE:

The Finance Committee submitted the following report:

7. In accordance with Article V, Section 3, of the By Laws, as amended April 14, 1936, the Finance Committee reports the following changes in investments since the report of the October meeting:

(1) The following securities have been sold or disposed of, October 1943 through March 1944:

Security	Authorized by Finance Comm.	Par Value	Book Value	Realized at Sale	Profit or Loss* on Sales
Stocks					
Aluminum Limited (Cumulative preferred) 6% 50 shs	11-17-43	$ 5,000.00	$ 4,636.74	$5,007.50	$ 370.76
Appalachian Electric Power Co., Cumulative 4½% Preferred - 50 shs	11-17-43	5,000.00	5,387.50	5,395.00	7.50
Bonds					
New England Power Asso. 5% Gold Debentures	2-14-44	5,000.00	4,862.50	4,934.90	72.40
Deep Rock Oil Corp.-12 yr. Sinking Fund Deb.	Called	1,000.00	960.00	999.40	39.40
Pacific Railroad of Missouri-1st Mortgage 4% Extended Bond 50 yrs.	11-17-43	3,000.00	2,862.00	3,000.00	138.00

(2) The following securities have been purchased or acquired:

Security	Authorized by Finance Comm.	Par Value	Cost
Stocks			
American & Foreign Power 5% Debentures 150 Shares	11-17-43	$ 5,000.00	$4,537.50
Celanese Corp. of Amer.7% Cum.Pfd.50 shs	11-17-43	5,000.00	5,617.50
Colgate Palmolive Peet Co. Common Stock-no par-150 shs	2-14-44	-	3,806.19
Federal Dept.Stores,Inc.4½% Cum. Convertible - 50 shs.	12-15-43	5,000.00	4,717.50

Security	Authorized by Finance Comm.	Par Value	Cost
Stocks (Continued)			
Montgomery Ward & Co. Common, no par 100 shs	12-15-43	-	$ 4,523.75
Shell Union Oil Co. Com. 100 shs	11-17-43	1,500.00	2,619.00
United Gas Corp. 7% Cum. Pfd. no par, 50 shs.	2-14-44	-	5,905.00
Bonds			
USA Savings-Defense Series G	12-15-43	15,000.00	15,000.00
Poli-New Eng. Theatres, Inc., 1st Mortgage Bond 5%	7-13-43	1,000.00	1,012.50

(3) The following principal payments have been made in reduction of mortgages to the University:

Mortgages	Square	Lot	Principal Bal.9-30-43	Payments Oct.-March	Principal Balance 3-31-44
Tompkins, Vincent & Grace	63	9	$ 6,094.48	$ 117.62	$ 5,976.86
Blair, Henry & Martha	Bk.A.	12	4,585.12	258.59	4,326.53
Wallace, Thos. W. & L. J.	152	131	5,730.47	184.79	5,545.68
Klaeppinger, Milton	218	74	57,118.00	1,775.00	55,343.00
Jackson, Leonard & Lillina	336	A	4,784.72	121.64	4,663.08
Scurlock, Addison N.	393	817	4,065.82	170.13	3,895.69
Greenfield, Annie B.	555	97	2,708.09	34.27	2,673.82
Waters, Ellen	828	9	2,635.28	69.84	2,565.44
Jamison, Thomas	1098	98-99-100	12,000.00	-	12,000.00
Jenkins, Hugh & Viola	1301	516	3,290.25	147.30	3,142.95
O'Brien, Michael & Agnes	1301	720	4,303.07	135.48	4,167.59
Howard, Ralph & Ethel	1301	645	891.88	258.58	633.30
Reiley, Amos & Cora	1301	670	4,201.67	124.25	4,077.42
Tatum, Chas. & Frances	1305	38	4,087.20	117.43	3,969.77
Clark, Gordon & Frances	1310	23-42	3,537.15	165.29	3,371.86
Smith, Floyd & Frances	1327	23	4,307.48	194.34	4,113.14
Jacobs, John & Edna	1353	50	4,065.12	161.10	3,904.02
Sikes, John & Clara	1810	151	1,579.09	566.41	1,012.68
Gaylord, Mary K.	1810	23	3,734.32	119.61	3,614.71
Wire, Preston & Edna	1832	32	6,525.51	215.18	6,310.33
Rogers, Fred & Ruby	1892	37	4,560.09	187.96	4,372.13
Simms, Joseph & Daisy	1896	49	5,414.86	212.15	5,202.71
Wolffe, Samuel & Alice	2024	57	3,439.05	276.91	3,162.14
Zackery, Doris & Eleanor	2685	429	2,620.91	631.40	1,989.51
Harris, George A.	2718	848	25,750.00	250.00	25,500.00
Von Kaenel, Paul & Ellie	2788	82	7,963.60	496.45	7,467.15
Norton, Earl D.	2804	123	6,500.00	400.00	6,100.00
General Realties, Inc.	2900	5	4,146.79	162.01	3,984.78
Williams, Edw. & Hattie	3054	20	2,300.45	144.54	2,155.91
Davis,Henry & Dixon,Bessie	3086	38	2,249.94	-	2,249.94
Venezky, Benj. & Anna	3143	68	3,658.80	137.95	3,520.85
Rosenthal, Joseph & Mary	3221	86	3,329.13	47.34	3,281.79
Marks, Albert & Sarah	3252	90	4,415.19	138.56	4,276.63
Tucker, Glenn & Hattie	3265	202	4,312.76	404.13	3,908.63
Smith, George & Cecelia	3265	204	4,207.84	4,207.84	-

Mortgages	Square	Lot	Principal Bal.9-30-43	Payments Oct.-March	Principal Balance 3-31-44
Kelly, Martha J.	3268	65	2,819.11	2,819.11	-
Kelly, Martha J.	3268	64	772.15	772.15	-
Mondrack, Julius & Ethel	3275	37	4,443.02	104.91	4,338.11
Marble, David & Mary	3404	25	4,326.73	127.19	4,199.54
Steis, Marguerite H.	3697	15	5,362.00	150.76	5,211.24
Crandall, Viola M.	3890	115	4,785.42	184.46	4,600.96
Stemmer, Nellie A.	3976	53	4,011.21	221.78	3,789.43
Coe, Joseph & Mary	2977	31	2,287.36	245.36	2,042.00
Young, Louise M.	4059	21	3,480.11	189.61	3,290.50
McMahan, Robert & Ruby	4060	66	2,865.10	109.50	2,755.60
Corrigan, Phillip & Edythe	4241	52	4,447.70	126.11	4,321.59
Iroff, Abraham & Ida	4470	147	4,125.68	90.20	4,035.48
Taylor, Edward & Jennie	4470	155	3,245.11	380.55	2,864.56
Clark, Norrison M.	4506	111	726.52	255.91	470.61
Gartell, Lonnie & Josephine	4516	35	1,970.88	179.24	1,791.64
Boggs, William & Julia	4516	24	2,144.89	148.92	1,995.97
Brown, Elsie M.	4544	147	4,201.62	220.54	3,981.08
Tucker, Edward & Mattie	5678	1-24	6,750.48	174.89	6,575.59
Norton, Clara J.	66 Ad.	2	816.48	-	816.48
Total			$288,695.70	$19,135.28	$269,560.42

8. The Finance Committee submitted the following budget:

1. The accumulated deficit of the University at June 30, 1933 was $135,149.70; at June 30, 1943, had been reduced to $68,617.95

2. The current debt to the bank at June 30, 1933 was $84,900, and this was finally paid in full March 27, 1944.

3. The estimate of income approved by the Board at the meeting April 13, 1943 was $1,407,803.00

To which may be added.

Probable Increase in Student Fees	21,971.00
Increase in Government Appropriation for Overtime	140,000.00
Probable increase in Dining Hall, Dental Bookstore, and other Service Enterprises	51,863.00
Increase in Gifts for Scholarships and similar purposes	12,245.00
Increase in Gifts for Research and for similar special purposes	7,703.00
Revised Estimate of Income	$1,641,585.00

4. Appropriations in the Budget approved April 13, 1943	$ 1,391,225.00	
To which should be added:		
Voted increases for Administration	22,292.00	
for Instruction	15,468.00	
for Founders Library	700.00	
for Operation & Maintenance	502.00	
for Scholarships	9,700.00	
Estimated increases in Dining Hall and Dental Bookstore, etc., acct.	66,763.00	
Estimated cost of Overtime	154,739.00	
Revised Estimate of Expenses	$ 1,641,389.00	
5. This makes an estimated excess of Income of		$ 196.00
6. With a corresponding reduction in the standing deficit at June 30, 1944, to		$ 68,421.95
7. The proposed budget for the fiscal year ending June 30, 1945, is based on income estimates of		$ 1,641.651.00
8. Recommended Appropriations are		$ 1,634,132.00
9. The estimated surplus, reserved for further consideration is		$ 7,519.00

ESTIMATE OF INCOME, 1944-1945
(Compared with Actual 1942-43 and Estimate 1943-44)

	Actual 1942-1943	Original Estimate 1943-44	Estimate 1943-44 at 3-1-44	Estimate 1944-45
EDUCATIONAL & GENERAL				
Student Fees				
Tuition				
Graduate School	10,353.72	8,000.00	11,000.00	9,000.00
Liberal Arts	115,393.33	121,000.00	115,000.00	110,000.00
Engineering & Architecture	10,589.96	11,000.00	9,500.00	8,000.00
Music	17,320.93	17,000.00	20,000.00	20,000.00
Medicine	55,469.98	85,666.00	85,666.00	85,666.00
Dentistry	21,913.34	30,333.00	30,333.00	30,333.00
Pharmacy	9,179.00	10,050.00	10,050.00	8,000.00
Law	4,200.00	3.000.00	3,000.00	3,000.00
Religion	87.50	2,575.00	2,000.00	2,000.00
Evening School	24,775.49	24,000.00	35,000.00	35,000.00
Summer School	28,831.80	28,000.00	39,796.15	39,500.00
Total Tuition	$ 298,115.05	$ 340,624.00	$361,345.15	$350,499.00
Matriculation	5,500.00	5,000.00	6,000.00	6,000.00
Library	5,723.50	6,000.00	6,000.00	6,000.00
Deferred Payment	1,890.00	1,500.00	750.00	750.00
Graduation	1,529.00	1,200.00	1,200.00	1,200.00
Laboratory (inc. breakage)	10,361.31	9,500.00	9,500.00	9,500.00
Health	7,317.75	7,500.00	7,500.00	7,500.00
Microscope Rentals	-	-	1,000.00	1,000.00
Total Student Fees	$ 330,436.61	$ 371,324.00	$393,295.15	$382,449.00

	Actual 1942-1943	Original Estimate 1943-44	Estimate 1943-44 at 3-1-44	Estimate 1944-45
Endowment Income (except Stu. Aid)				
General	3,305.15	2,380.		
Medicine	24,149.80	25,530.		
Salaries	3,199.70	2,987.		
Other restricted	37.00	33.		
Temp. functioning as Endow.	94.11	70.		
Total Endowment	30,785.76	31,000.	31,000.00	31,000.
Federal Government Appropriations				
Salaries	642,141.30	597,840.	735,340.00	753,000.
General Expenses	189,700.00	156,000.	156,000.00	158,000.
General Expense prior years	149.30			
Total	831,990.60	753,840.	891,340.00	911,000.
Gifts (except Stu. Aid)				
General	3,442.02	500.	1,906.75	500.
Medicine	3,633.05	-	7,580.45	-
Salaries	6,200.00	4,000.	3,691.00	4,000.
Total	13,275.07	4,500.	13,178.20	4,500.
Federal Govt. Appro. for				
ESMDT	17,009.17			
ESMWT	55,763.25	52,724.	52,724.00	52,724.
Inter-American Fund	1,036.55			
Total	73,808.97	52,724.	52,724.00	52,724.
	1,280,297.01	1,213,388.	1,381,537.35	1,381,673.
Sales & Services of Edu. Depts.				
Dental Infirmary	12,859.11	15,000.	15,000.00	15,000.
Other Sources				
Rent of properties	4,279.75	4,250.	4,250.00	4,250.
Library Fines	133.00	75.	20.00	75.
Chapel Collections	815.82	600.	600.00	600.
Nursery School	978.00	-	-	-
Jr. of Negro Education	1,082.43	1,000.	1,000.00	1,000.
Charter Day Dinner	520.21	-	-	-
Miscellaneous	2,661.99	100.	1,679.68	300.
Total	10,471.20	6,025.	7,549.68	6,225.
Total Educa. & General	1,303,627.32	1,234,413.	1,404,087.03	1,402,898.

(3rd Quarter Tuition Fees estimated)

	Actual 1942-1943	Original Estimate 1943-44	Estimate 1943-44 at 3-1-44	Estimate 1944-45
AUX. ENTERPRISES & ACTIVITIES				
Clarke Hall	12,236.58	14,000.	12,000.00	12,000.00
Cook Hall	24,679.19	25,000.	25,000.00	22,000.00
Howard Hall	420.00	-	-	-
Miner Hall	4,021.50	4,400.	4.400.00	4,400.00
Women's Dormitories	35,672.43	30,000.	30,000.00	35,000.00
Total Dormitories	77,029.70	73,400.	71,400.00	73,400.00
Athletic Fees	7,491.75	5,000.	6,000.00	6,000.00
Athletic games receipts	4,239.05	1,500.	600.00	600.00
Univ. Dining Hall	88,213.48	85,000.	102,280.00	105,780.00
Dental Stu. Oper. Acct.	22,829.68	-	36,483.00	36,483.00
Summer School	-	-	-	-
Total Aux. Enter.	199,803.66	164,900.	216,763.00	222,263.00
OTHER NON-EDUCA. INCOME				
Endowment Income				
Fellowships		(583.)		
Scholarships	6,021.13	(5,644.)	6,250.00	6,250.00
Prizes		(23.)		
Other student aid		( )		
	6,021.13	6,250.	6,250.	6,250.00
Gifts				
Fellowships		(450.)		
Scholarships	2,109.00	(1,500.)		
Student Loans		(-)		
Prizes		(50.)		
	2,109.00	2,000.	14,245.61	10,000.00
Total Other Non-Ed.Income	8,130.13	8,250.	20,495.61	16,250.00
Endow. Income from Other Restricted Purposes	240.00	240.00	240.00	240.00
TOTAL INCOME	1,511,801.11	1,407,803.	1,641,585.64	1,641,651.00

ESTIMATE OF EXPENSES, 1944-1945
(Compared with actual 1942-43 and estimate 1943-44)

	Actual Expenses 1942-1943	Original Budget 1943-1944	Revised Budget Mar.1,1944	Requested 1944-45
EDUCATIONAL & GENERAL				
Administrative & General Exp.				
Administrative Offices				
Board of trustees	2,627.38	3,000.00	3,000.00	3,000.00
President's Office	20,621.99	20,945.00	20,945.00	20,945.00
Secretary's Office	32,200.59	26,808.60	30,164.42	30,164.00
Treasurer's Office	34,732.35	38,810.70	38,339.30	38,339.00
Registrar's Office	17,417.05	19,554.48	19,281.82	22,282.00
Dean of Men	8,130.26	8,815.00	8,815.00	8,815.00
Dean of Women	17,335.16	16,857.00	16,528.08	16,857.00
Health Service	13,129.33	12,970.00	12,979.00	12,970.00
Chapel	5,775.78	5,225.00	5,225.00	5,225.00
Post Office	1,626.31	1,415.00	1,415.00	1,415.00
Total Adm. Offices	153,596.20	154,400.78	156,692.62	160,012.00
General Expenses	63,817.73	63,560.12	63,560.12	57,720.00
Total Ad. & Gen. Exp.	217,413.93	217,960.90	220,252.74	217,732.00
Resident Instruction and Departmental Research				
Graduate School	16,919.94	18,660.87	20,710.87	20,750.00
Liberal Arts*	260,134.53	259,567.35	259,567.35	251,393.00
Engineering & Arch.	26,617.62	31,757.00	31,917.00	31,757.00
ESMDT	17,055.85	-	-	-
ESMWT	55,763.25	52,724.00	52,724.00	52,724.00
Music	35,377.74	36,349.50	38,220.45	40,720.00
Summer School	27,397.92	28,000.00	34,728.54	34,728.00
Evening School	19,612.87	24,000.00	26,786.40	26,786.00
Medicine	217,870.81	228,247.00	228.247.00	232,701.00
Dentistry	77,985.21	74,662.00	75,157.21	75,689.00
Pharmacy	13,447.27	13,678.00	14,018.00	13,768.00
Law	28,747.39	27,118.00	27,554.34	27,618.00
Religion	23,373.40	27,178.00	27,778.00	27,778.00
Total Instr. & Dept. Research	820,303.80	821,941.72	837,409.16	836,412.00
Library	37,488.45	38,804.00	39,504.00	38.884.00
Operation & Maintenance of Plant	151,048.29	145,416.00	145,918.00	145,416.00
Rental Property Expense	2,335.28	2,335.00	2,335.00	2,335.00
Total Education & General (forward)	1,228,589.75	1,226,457.62	1,245,418.90	1, 240,779.00

*Total Budget less Intramural Activities for Men, included under Auxiliary Enterprises and Activities.

Estimate of Expenses 1944-45 (continued)

	Actual Expenses 1943-1944	Original Budget 1943-44	Revised Budget 3-1-1944	Requested 1944-1945
Total Educational and General (Forward)	$1,228,589.75	$1,226,457.62	$1,245,418.90	$1,240,779.00
Auxiliary Enterprises and Activities				
Dormitories				
Clarke Hall	10,367.82	11,000.00	11,000.00	11,000.00
Cook Hall	16,372.86	15,000.00	15,000.00	15,000.00
Miner Hall (Dorm.Sec.)	3,816.07	3,750.00	3,750.00	3,750.00
Women's Dormitories	23,569.21	23,000.00	23,000.00	23,000.00
Total Dormitories	54,125.96	52,750.00	52,750.00	52,750.00
Intercollegiate & Intramural Activities for Men	9,825.28	7,778.00	7,778.00	6,941.00
University Dining Hall	82,508.63	72,000.00	102,280.00	102,300.00
Dental Student Oper. Acct.	26,481.99	-	36,483.00	36,483.00
Cook Hall Dining Hall	63.91	-	-	-
Total Aux.Ent. & Act.	173,005.77	132,528.00	199,291.00	198,474.00
Other Non-Educational Expense				
Interest on loans	1,460.00	1,800.00	1,800.00	-
Fellowships	3,253.36	5,097.00	5,097.00	5,097.00
Scholarships	31,429.51	25,113.00	34,812.92	34,813.00
Prizes	-	50.00	50.00	50.00
Inter American Affairs Committee	2,166.75	-	-	-
Gifts	4,230.25	-	-	-
Miscellaneous	270.00	180.00	180.00	180.00
Total Other Non-Educational Expense	42,809.87	32,240.00	41,939.92	40,140.00
Total Expenses	1,444,405.39	1,391,225.62	1,450,166.82	1,479,394.00
Add: Overtime	73,373.42		154,738.78	154,739.00
TOTAL EXPENSES	1,517,778.81	1,391,225.62	1,641,388.60	1,634,132.00

The above budget includes the following appropriations which the Bureau of the Budget has approved and sent to Congress:

For salaries	$753,000.00
For expenses	158,000.00
Total	$911,000.00

Upon motion, the above budget was approved.

RECOMMENDATIONS:

9. That the estimated surplus in the budget for the next fiscal year, $7,519.00, be reserved for consideration of the Board of Trustees at the October

meeting, except that the Executive Committee is empowered, in case of emergency, to appropriate the same in part.

Upon motion, this recommendation was approved.

10. That the Executive Committee be empowered in its discretion to make such additional payments in salaries to the teaching staff of the College of Medicine and in amounts not exceeding one-sixth of the annual salaries in payment for additional services due to the accelerated program in the School of Medicine, such payments to be made from any funds specifically appropriated by Congress or in lieu thereof from any unobligated funds remaining in the budget for the year 1943-1944.

Upon motion, this recommendation was approved.

11. That the Board of Trustees approve the inclusion of the employees of Howard University under the Civil Service Retirement Act of May 22, 1920, and particularly as amended January 24, 1942, and authorize the Executive Committee to take such action as may be required for the installation of this retirement system at the University, with the understanding that such inclusion of employees of Howard University in these retirement benefits in no way involves the modification or amendment of the Charter of the University or alters its traditional status as a private institution, and with the further understanding that those employees now holding contracts with the Teachers Annuity Association, who wish to continue payment under those contracts in addition to payment under the Civil Service Retirement Plan, may do so, and the University will continue to pay its matching five per cent.

Upon motion, this recommendation was approved.

12. That the existing contracts for War Damage Insurance be cancelled at the short rate as of April 26, 1944.

Upon motion, this recommendation was approved.

BUILDINGS AND GROUNDS COMMITTEE:

The Committee on Buildings and Grounds submitted the following recommendations:

13. That the University contest or resist the taking of University premises under the proposal of the District Highway Department to widen Fourth Street between the President's House and the Women's dormitories, to use every means at the disposal of the University, and to do whatever is necessary to safeguard the interest of the University.

Upon motion, this recommendation was approved.

14. That Henry Menze, Assistant Superintendent of Buildings and Grounds, be retired on June 30, 1944, in conformity with University Tenure regulations, and that the Secretary of the University be authorized to convey to Mr. Menze an expression of grateful appreciation by the Board of Trustees of Howard University for his long years of faithful and efficient service to the University.

Upon motion, this recommendation was approved.

15. That Mrs. Susie Jones, Maid in the Department of Buildings and Grounds, be retired on June 30, 1944, in conformity with University tenure regulations, and that the Secretary of the University be authorized to convey to Mrs. Jones an expression of grateful appreciation by the Board of Trustees of Howard University for her long years of faithful and efficient service to the University.

Upon motion, this recommendation was approved.

COMMITTEE ON DEGREES:

16. The Committee on Degrees submitted the following recommendations:

a. That the honorary degree of Doctor of Education be conferred upon Mrs. Charlotte Hawkins Brown, president of Palmer Memorial Institute, Sedalia, N. C.

b. That the honorary degree of Doctor of Divinity be conferred upon Dr. Walter Brooks, pastor of the Nineteenth Street Baptist Church, Washington, D. C.

c. That the honorary degree of Doctor of Laws be conferred upon Philip Murray, president of the CIO.

Upon motion, these recommendations were approved.

COMMITTEE ON INSTRUCTION AND RESEARCH:

The Committee on Instruction and Research submitted the following recommendations:

17. That the School of Engineering and Architecture be authorized to accelerate its program so as to add a quarter's work, and that the Executive Committee be empowered to set up the conditions and regulations covering the same.

Upon motion, this recommendation was approved.

18. That if the budget permits, an increase in salary for Dean Lawson be made ranging from $300.00 to $500.00.

Upon motion, this recommendation was approved.

19. That the personnel recommendations be referred to the Executive Committee for approval within the limits of the budget.

Upon motion, this recommendation was approved.

20. That an additional teacher be authorized in Social Work at an annual base salary of $2,000.00.

Upon motion, this recommendation was approved.

21. That an additional teacher in History and Appreciation of Music be authorized at a basic annual salary of $2,500.00.

Upon motion, this recommendation was approved.

22. That insofar as the budget permits, the Executive Committee be authorized to make such increases in salary or advance in rank as are recommended by the Dean of the College of Liberal Arts.

Upon motion, this recommendation was approved.

23. That Charles H. Thompson, now serving under the following appointment by the Executive Committee of the Board of Trustees at its meeting held December 17, 1943 -

> "That Charles H. Thompson, on sabbatical leave as Dean of the College of Liberal Arts, at half pay, for the calendar year 1943, be appointed Dean of the Graduate School, beginning January 1, 1944 and automatically expiring June 30, 1944, at a salary of $2,750.00, his present base pay for the period" -

be reappointed Dean of the Graduate School for a term of one year, beginning July 1, 1944, and automatically expiring June 30, 1945, at a base salary of $5,500.00 a year, subject to any and all reductions.

Upon motion, this recommendation was approved.

24. That J. St. Clair Price, now serving under the following appointment approved by the Executive Committee of the Board of Trustees at its meeting held December 17, 1943 -

> "That J. St. Clair Price, serving as Acting Dean of the College of Liberal Arts, for the calendar year 1943, at a salary of $5,500.00, be appointed Dean of the College of Liberal Arts beginning January 1, 1944, and automatically expiring June 30, 1944, without change in salary" -

be reappointed Dean of the College of Liberal Arts for a term of one year, beginning July 1, 1944, and automatically expiring June 30, 1945, at a base salary of $5,500.00 a year, subject to any and all reductions.

Upon motion, this recommendation was approved.

25. That Frank M. Snowden, now serving under the following appointment approved by the Executive Committee of the Board of Trustees at its meeting held December 17, 1943 -

> "That Frank M. Snowden, Assistant Professor of Classics, and serving as Assistant Dean of the College of Liberal Arts and Director of the Evening Classes and the Summer School for the period August 16 to December 31, 1943, at an increased salary of $1,000 per year, be reappointed as Assistant Dean of the College of Liberal Arts and Director of the Evening Classes and the Summer School for the six months period beginning January 1, 1944 and automatically expiring June 30, 1944, at the same increased salary rate of $1,000 a year, or $500 for the six months period here indicated" -

be reappointed to serve as Assistant Dean of the College of Liberal Arts and Director of the Evening Classes and the Summer School for a term of one year, begin-

ning July 1, 1944, and automatically expiring June 30, 1945, at the same increased salary of $1,000 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

26. That William J. Bauduit, Professor of Mathematics, who shall attain the age of 65 prior to June 30, 1944, be retired on June 30, 1944, Professor Emeritus, in conformity with University Tenure Regulations, and that the Secretary of the University be authorized to convey to Professor Bauduit an expression of grateful appreciation by the Board of Trustees of Howard University for his long years of faithful and efficient service to the University.

Upon motion, this recommendation was approved.

27. That the painting of President Johnson by Miss Betsy Graves Reyneau, presented to the University by Dr. W. G. Crump, be accepted by the University with an expression of appreciation to Dr. Crump for his generosity.

Upon motion, this recommendation was approved.

28. The following recommendation was laid on the table for consideration at the October meeting of the Board:

> That the Division of Social Work in the Graduate School be separated from the Graduate School and made a Graduate School of Social Work, with autonomy comparable with other schools and colleges within the University.

29. The following resolution was presented re the passing of Professor Roy W. Tibbs:

> It is with deep sorrow that we acknowledge the death on April 1, 1944, of Professor Roy W. Tibbs, since 1912 a valued member of the faculty of the School of Music and Head of the Department of Organ and Piano.
>
> In his thirty-two years of untiring service to Howard University, Professor Tibbs' fine musicianship, his quiet dignity, his spirited loyalty, his constant devotion to high ideals, shaped and determined in large measure the significant and constructive achievements of the School of Music. Although he has passed on, his memory will remain warm in the many lives he touched and moulded. The Trustees of Howard University wish to record their high appreciation for Professor Tibbs' devoted services and to extend their heartfelt sympathy to the members of his family.

COMMITTEE ON THE SCHOOL OF LAW:

The Committee on the School of Law presented the following recommendations:

30. That the personnel recommendations be referred to the Executive Committee for approval within the limits of the budget.

Upon motion, this recommendation was approved.

31. That an increase of $250 in the salary of Professor Ransom be considered by the Executive Committee if the budget permits.

Upon motion, this recommendation was approved.

32. That authorization for a library assistant be considered by the Executive Committee if the budget permits.

Upon motion, this recommendation was approved.

COMMITTEE ON THE SCHOOL OF RELIGION:

The Committee on the School of Religion presented the following recommendations:

33. That the School of Religion be authorized to accelerate its program so as to add another quarter, and that the Executive Committee be empowered to set up the conditions and regulations covering the same.

Upon motion, this recommendation was approved.

34. That the personnel recommendations be referred to the Executive Committee for approval within the limits of the budget.

Upon motion, this recommendation was approved.

35. That if the budget permits, an increase in the salary of Dean Nelson be made of from $300.00 to $500.00.

Upon motion, this recommendation was approved.

36. That University regulations governing student organizations are hereby amended to provide that students may form organizations on the campus centered around their denominational or interdenominational religious interests; that the said organizations may meet on the campus at times and at places approved by the proper University officials; and that subject to University regulations the said organizations may invite and receive denominational or interdenominational representatives, counselors and other speakers of their choice.

Upon motion, this recommendation was approved.

COMMITTEE ON THE SCHOOL OF MEDICINE:

The Committee on the School of Medicine presented the following recommendations:

COLLEGE OF MEDICINE:

37. That the personnel recommendations be referred to the Executive Committee for approval within the limits of the budget.

Upon motion, this recommendation was approved.

38. That Dr. John B. Johnson be raised in rank from Assistant Professor of Internal Medicine to Professor of Internal Medicine at a basic annual salary of

$4,300.00, beginning July 1, 1944, without term, subject to any and all reductions.

Upon motion, this recommendation was approved.

39. That, with respect to the rules and regulations covering consultative and referral practice as approved by the Board of Trustees at its meeting held on November 24, 1943, the Trustees do not at this time authorize a change in these rules and regulations.

Upon motion, this recommendation was approved.

COLLEGE OF DENTISTRY:

40. That the personnel recommendations be referred to the Executive Committee for approval within the limits of the budget.

Upon motion, this recommendation was approved.

41. That Dr. Emmett J. Scott be advanced in rank from Assistant Professor to Professor at a salary increase from $3,760.00 to $4,000.00, beginning July 1, 1944, without term, subject to any and all reductions.

Upon motion, this recommendation was approved.

42. That Dr. Percy A. Fitzgerald be advanced in rank from Assistant Professor to Professor at an annual basic salary of $4,000.00, beginning July 1, 1944, without term, subject to any and all reductions.

Upon motion, this recommendation was approved.

COLLEGE OF PHARMACY:

43. That the personnel recommendations be referred to the Executive Committee for approval within the limits of the budget.

Upon motion, this recommendation was approved.

44. That if the budget permits, an increase in the salary of Dean Cooper be made from $300.00 to $500.00.

Upon motion, this recommendation was approved.

45. That if the budget permits, an increase in the salary of Daniel H. Smith, Professor of Pharmacognosy, be made from $200.00 to $300.00.

Upon motion, this recommendation was approved.

46. That if the budget permits, an increase in the salary of Roy G. Darlington, Instructor in Pharmacy, be made in the amount of $200.00.

Upon motion, this recommendation was approved.

47. That if the budget permits, an increase in the salary of Turner H. Dennard, Instructor in Pharmacy, be made in the amount of $200.00.

Upon motion, this recommendation was approved.

48. Upon motion, it was voted that the Executive Committee be empowered to look into the feasibility of a bonus arrangement for secretarial and clerical employees with specialized qualifications and long period of service at the University as a means of more adequately compensating them.

ELECTION OF TRUSTEES:

49. The following trustees were elected for the term expiring 1947:

Dr. Mordecai W. Johnson, Washington, D. C.
Dr. Thomas Jesse Jones, New York, N. Y.
Mr. Lorimer D. Milton, Atlanta, Georgia
Dr. Peter Marshall Murray, New York, N. Y.
Attorney Harry J. Capehart, Welch, West Virginia
Dr. C. C. Spaulding, Durham, N. C.
Dr. Channing H. Tobias, New York, N. Y.

Dr. Sara W. Brown was elected alumni trustee for the term expiring 1947.

Dr. Charles P. Taft, of Cincinnati, Ohio, was elected to fill the unexpired term of Dr. Ulysses G. B. Pierce, which expires in 1945; and Dr. Floyd Reeves, of the University of Chicago, was elected to fill the unexpired term of Dr. Albert Bushnell Hart, which expires in 1946.

ELECTION OF OFFICERS:

50. Dr. P. B. Young was unanimously re-elected Chairman of the Board
Dr. George W. Coleman was unanimously re-elected Vice-Chairman of the Board.
Mr. James M. Nabrit, Jr., was unanimously re-elected Secretary of the University.
Mr. V. D. Johnston was unanimously re-elected Treasurer of the University.

The following were re-elected members of the Executive Committee:
Dr. George W. Coleman, Chairman
Attorney W. Justin Carter
Mr. V. B. Deyber
Mr. Lorimer D. Milton
Dr. C. C. Spaulding.

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

C O P Y

Labor Standards Association
805 Bankers Securities Building
Philadelphia, Pa.

May 2, 1944

"Dear Dr. Johnson:

I have a note from Max Lerner, Chief Editorial Writer for PM, telling me how deeply impressed he was with Howard. He writes among other things:

> 'Howard is a magnificent place, and one should feel proud to be a member of the Board of Trustees.'

"Recently I had occasion to speak in a large mid-western community. Casually I mentioned Howard University and my association with it. At the conclusion of the meeting, a prominent Jewish lawyer related this story: that there is a colored woman in the city who is practicing medicine and who is highly respected. She is a graduate, if not mistaken, of Howard University. Recently her mother made out a Will and in it she bequeathed a sum of money which would enable Howard to grant a scholarship to a worthy student in the School of Medicine. As you can imagine, I was thrilled, as was my informant, to think how Alumni and their parents are reacting to Howard.

Cordially yours,

Signed: Jacob Billikopf"

RESOLUTIONS OF THE FACULTY OF THE COLLEGE
OF MEDICINE

Adopted and Approved for Transmission to the President and Trustees
Of Howard University, July 6, 1944

* * * * * * * * * * * * *

The faculty of the College of Medicine has for over one year persistently and patiently sought the additional compensation which was justly due them by virtue of the additional teaching load and other responsibilities resulting from the adoption of an accelerated program. This additional work which was shared by the entire faculty made it possible for the College of Medicine to graduate a class every nine months instead of every twelve months as in all years prior to the beginning of the accelerated program.

Numerous representations and communications have been exchanged between the faculty and the administrators of the University regarding this issue of additional pay for additional work.

At a meeting of the Board of Trustees of Howard University held April 11, 1944, the following action was taken:

> "That the Executive Committee be empowered in its discretion to make such additional payments in salaries to the teaching staff of the College of Medicine and in amounts not exceeding one-sixth of the annual salaries in payment for additional services due to the accelerated program in the School of Medicine, such payments to be made from any funds specifically appropriated by Congress or in lieu thereof from any unobligated funds remaining in the budget for the year 1943-44."

Under date of May 4, 1944, the faculty sent a communication to the Executive Committee of the Board of Trustees requesting that the sum of one-sixth of their salaries be paid for last year's work before we begin upon the teaching program of this summer. In response to this request the Executive Committee of the Board at its meeting of June 2, 1944 voted that:

> "The sum of $26,000.00 be appropriated and added to the budget of the College of Medicine to pay for the increased costs of the accelerated program in the College of Medicine for the year 1943-44."

We are advised that in accordance with the action of the Executive Committee of the Trustees, the Dean of the College of Medicine submitted the names of the faculty members who participated in the accelerated program and a statement of the amount of additional compensation each was entitled to receive from the additional funds allocated by the Executive Committee to the budget of the College of Medicine.

The President of the University in spite of the decision of the Executive Committee of the Board of Trustees and in spite of the recommendations of the Dean of the College of Medicine elected to authorize payment to certain individual members of this faculty to the exclusion of others who also had participated in the accelerated program.

Because we consider this action on the part of the President of the University to be arbitrary and dictatorial;

Because we consider this action on the part of the President of the University to be an apparent nullification of the expressed will of the Board of Trustees;

Because we believe that through this and similar actions, the President of the University had unduly infringed upon the rights, priviledges and authority of the Dean and Faculty of the College of Medicine;

Because we resent any attempt on the part of any administrative officer to discriminate against any of our members or to attempt to establish artificial divisions within our ranks;

Because we believe further that this and similar actions on the part of administrative officers in their dealings with the faculty are detrimental to the morale and efficiency of the College of Medicine, and violate the ethical principles which are expected to obtain in a University and particularly while it is subserving a critical war need;

Because we are in search of a means short of the most drastic action which might be taken and;

Because we do not desire to be provoked into action which might prove detrimental to our students and the war effort;

Be it resolved that the resolutions adopted by this faculty on Monday, July 3, 1944 be not transmitted to the President and Trustees of Howard University for their consideration and action but that these resolutions be transmitted as such for early consideration and action of the President and Trustees of Howard University.

Be it further resolved that the President and Trustees of Howard University confer at an early date with a committee chosen by and from this faculty with a view to ascertaining and effecting an early adjustment of our several grievances and restoring the immediate government of the College of Medicine to the Faculty of the College of Medicine in accordance with the Act of Incorporation of Howard University.

In adopting these resolutions it is the will of the faculty that they be transmitted to the President and Trustees of the University.

THE FACULTY OF THE
COLLEGE OF MEDICINE OF
HOWARD UNIVERSITY

ATTEST:

These resolutions were adopted by the Faculty of the College of Medicine of Howard University at a special meeting held Thursday, July 6, 1944.

Joseph L. Johnson

Joseph L. Johnson, Acting Secretary

THE STUDENT COUNCIL
HOWARD UNIVERSITY
WASHINGTON, D.C.

October 23, 1944

Dr. Guy B. Johnson
Howard University
Washington, D.C.

Dear Dr. Johnson:

The students at Howard University are very much concerned over the possibility of obtaining a Student Union Building on this campus in the very near future. We have already sent a letter to President Johnson, requesting the use of the now vacant Law Building for this purpose. Now we are anxiously awaiting the decision of the Board of Trustees and we certainly hope this decision will be favorable. For your convenience I am sending you a copy of the letter sent to President Johnson.

Sincerely,

B. Ruth Powell

President, Student Council

THE STUDENT COUNCIL
HOWARD UNIVERSITY
WASHINGTON, D.C.

October 19, 1944

Dr. Mordecai W. Johnson, President
Howard University
Washington, 1, D.C.

Dear Dr. Johnson:

As a result of growing general sentiment among the students of Howard University for a Student Union Building, we the members of the Student Council submit the following proposal for the use of the Old Dining Hall as a Student Commons.

We propose:

That the first and second floors of the Old Dining Hall building be turned over to the proper authorities for the occupation by students under the supervision of the same authorities.

That the first floor of the said building be used to house the offices of the Student Council, Hilltop, Howard Players, NAACP, the various fraternities, and sororities, Commerce Club, and any other student organizations that the designated authorities may agree upon.

That space be reserved on the first floor for the office of a possible director of the Student Union Building. (That is, someone appointed to such a position as the Chairman of the Committee on Student Activities.)

That the dining room on the second floor, now being used as a ballroom, be reserved as a Ballroom for social functions such as dances, receptions, banquets, etc.

That the room to the west of the dining room formerly used as a kitchen, be used to house a Canteen.

That the Canteen mentioned above include such facilities as a soda fountain, lunch counter, chairs and tables, booths, electric music box, and a counter for the usual school supplies.

That the Canteen mentioned above be run under any system recommended by the Treasurer of the University until such a time that the initial expense shall be recovered; after such a time that the Canteen be run as a student cooperative.

As we plan the student occupation of the two floors of thesaid building we see no real conflicts that may not be overcome by earnest

planning and direction. If, however, the use of the two floors present some problems that the administration sees no immediate solution for, we are willing to compromise for the use of the room on the second floor to the west of ballroom for the Canteen; since it can be closed off from the other parts of the building, and at the same time, by unlocking doors, connects to the ballroom.

At a later date we will submit more detailed plans for the utilization of the building.

Very truly yours,

Ruth Powell
President

SEMI-ANNUAL MEETING
BOARD OF TRUSTEES
WASHINGTON, D. C.
OCTOBER 24, 1944

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MINUTES OF
BOARD OF TRUSTEES
HOWARD UNIVERSITY
WASHINGTON, D. C.
OCTOBER 24, 1944

The Semi-Annual Meeting of the Board of Trustees of Howard University was held Tuesday morning, October 24, 1944, in the Treasure Room, Founders Library, University Campus, Dr. P. B. Young, Chairman, presiding, beginning at 10:00 o'clock.

Present at the meeting:

Dr. P. B. Young, Chairman of the Board of Trustees
Dr. George W. Coleman, Vice-Chairman of the Board of Trustees
Dr. Mordecai W. Johnson, President of the University

Dr. Louise C. Ball	Dr. Richard W. Hale, Jr.
Dr. Jacob Billikopf	Dr. Floyd Reeves
Dr. Sara W. Brown	Dr. Guy B. Johnson
Attorney Harry J. Capehart	Dr. Thomas Jesse Jones
Mr. George W. Crawford	Mr. Lorimer D. Milton
Dr. Walter G. Crump	Dr. Peter Marshall Murray
Mr. F. E. DeFrantz	Judge Myles A. Paige
Mr. Victor B. Deyber	Dr. C. C. Spaulding
Mr. Lloyd K. Garrison	Hon. Charles P. Taft
Dr. Charles H. Garvin	Dr. Channing H. Tobias

Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Prayer by Dr. Tobias.

1. The Minutes of the Annual meeting of the Board of Trustees, held April 11, 1944, having been sent in advance to members of the Board for review, were, upon motion, approved and ratified.

2. The Minutes of the meetings of the Executive Committee, held April 11, 1944 and June 2, 1944, having been sent in advance to members of the Board, were, upon motion, approved and ratified.

The Minutes of the meeting of September 15, 1944 were approved with the exception of the matter of payment of salaries to certain men in the Medical School, which matter was referred for consideration in connection with the Medical Committee report at this meeting of the Board.

PRESIDENT'S REPORT

3. The President made a general report to the Board and stated that his complete report would be mailed to the members of the Board.

REPORT OF THE SECRETARY

4. The Secretary reported that he had mailed his report to the members

of the Board.

REPORT OF THE TREASURER

5. The Treasurer reported that he had mailed his report to the members of the Board and that the audit report would be sent later.

STANDING COMMITTEES

EXECUTIVE COMMITTEE:

The Executive Committee submitted the following recommendations:

6. That the salary of the President be increased from $8,000.00 to $10,000.00 per annum, and the commutation for the President be increased from $2,000.00 to $2,500.00, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

7. That the salary of the Treasurer of the University be increased by $750.00, i.e., from $5,500.00 to $6,250.00, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

8. That the salary of the Secretary of the University be increased by $500.00, i.e., from $5,000.00 to $5,500.00, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

9. That the salary of the Registrar of the University be increased by $500.00, i.e., from $4,000.00 to $4,500.00, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

10. That the salary of the Administrative Assistant to the President be increased by $350.00, i.e., from $3,500.00 to $3,850.00, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

11. That the salary of Dr. William S. Nelson, Dean of the School of Religion, be increased by $500.00, i.e., from $4,000.00 to $4,500.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

12. That the salary of Professor Chauncey I. Cooper, Dean of the College of Pharmacy, be increased by $500.00, i.e., from $3,000.00 to $3,500.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

13. That the salary of Dr. Daniel H. Smith, Professor of Pharmacognosy, be increased by $300.00, i.e., from $2,200.00 to $2,500.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

14. That the salary of Mr. Roy C. Darlington, Instructor in Pharmacy, be increased by $200.00, i.e., from $1,800.00 to $2,000.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

15. That the salary of Mr. Turner H. Dennard, Instructor in Pharmacy, be increased by $200.00, i.e., from $1,800.00 to $2,000.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

16. That the salary of Professor Warner Lawson, Dean of the School of Music, be increased by $500.00, i.e., from $4,000.00 to $4,500.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

17. That Dr. Herman Branson, Assistant Professor of Physics, be advanced in rank to Associate Professor of Physics, and that his salary be increased by $700.00, i.e., from $2,300.00 to $3,000.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

18. That the salary of Dr. R. Percy Barnes, Associate Professor of Chemistry, be increased by $700.00, i.e., from $3,000.00 to $3,700.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

19. That Dr. Stanton L. Wormley, Assistant Professor of German, be advanced in rank to Associate Professor of German, and that his salary be increased by $500.00, i.e., from $2,500.00 to $3,000.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

20. That Dr. Wolfgang Seiferth, Assistant Professor of German, be advanced in rank to Associate Professor of German, and that his salary be increased by $500.00, i.e., from $2,500.00 to $3,000.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

21. That the salary of Dr. Martin D. Jenkins, Associate Professor of Education, be increased by $500.00, i.e., from $3,000.00 to $3,500.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

22. That the salary of Dr. Stewart R. Cooper, Assistant Professor of Chemistry, be increased by $200.00, i.e., from $2,500.00 to $2,700.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

23. That the salary of Dr. E. E. Lewis, Associate Professor of Economics, be increased by $200.00, i.e., from $3,000.00 to $3,200.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

24. That the salary of Dr. Eugene C. Holmes, Instructor in Philosophy, be increased by $300.00, i.e., from $2,000.00 to $2,300.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

25. That the salary of Mrs. Natalie Day, University Hostess, be increased by $170.00, i.e., from $1,330.00 to $1,500.00 per annum, retroactive to July 1, 1944, and subject to any and all reductions.

Upon motion, this recommendation was approved.

FINANCE COMMITTEE:

The Finance Committee submitted its report and recommendations as follows:

26. The United Negro College Fund. The President has reported that Howard University will receive approximately $15,000 as its share in the United Negro College Fund for the current year. It is the recommendation of President Johnson, approved by the Finance Committee that the amount so received be divided into three (3) parts, one-third for fellowships in the Graduate School, a second third to match the grant of the Rockefeller Foundation for research in the Medical School and a third to the School of Religion to meet the University's commitments toward the salaries of professors provided by the Society of Friends and the Congregational Church.

27. Additions to the Budget. The Finance Committee received recommendations from the standing committees of the Board for additions to the budget approximating $32,000.00. It is the recommendation of the Finance Committee that the following recommendations of the Deans and standing committees be approved as within the expected increase in the budget as result of the Fall registration:

Salary Increases	Name	Recommended Increase	Annual Salary inc. Increase
School of Religion			
	Dean William S. Nelson	$ 500.00	$ 4,500.00

Salary Increases	Name	Recommended Increase	Annual Salary inc. Increase
College of Pharmacy			
	Dean Chauncey I. Cooper	$ 500.00	$ 3,500.00
	Dr. Daniel H. Smith	300.00	2,500.00
	Mr. Roy C. Darlington	200.00	2,000.00
	Mr. Turner H. Dennard	200.00	2,000.00
School of Music			
	Dean Warner Lawson	500.00	4,500.00
College of Liberal Arts			
	Dr. Herman Branson (to Associate Prof.)	700.00	3,000.00
	Dr. R. Percy Barnes	700.00	3,700.00
	Dr. Stanton L. Wormley (to Associate Prof.)	500.00	3,000.00
	Dr. Wolfgang Seiferth (to Associate Prof.)	500.00	3,000.00
	Dr. Martin D. Jenkins	500.00	3,500.00
	Dr. Stewart R. Cooper	200.00	2,700.00
	Dr. E. B. Lewis	200.00	3,200.00
	Dr. Eugene C. Holmes	300.00	2,300.00
Founders Library			
	Mr. Joseph H. Reason	400.00	2,500.00
	Miss Naomi J. Rushing	200.00	1,900.00
Dean of Women's Office			
	Mrs. Natalie Day	170.00	1,500.00
	4 Educational Directors	480.00	

New Positions		
School of Religion		
	Half-time stenographer	720.00
Dean of Women's Office		
	Half-time Off Campus Director	700.00
School of Social Work		
	Increase sufficient to provide full-time secretary	560.00
	Increase sufficient to provide full-time secretary for remainder of year in Social Work field training unit, Freedmen's Hospital	800.00
	For part-time typist in Social Work	600.00
	Towards the Child Work Project in Social Work	480.00
Office of the Secretary		
	To increase the budget for printing in the Office of the Secretary	3,182.42

27. The Committee recommends that the remaining items recommended by the standing committees of the Board in the schedule of $32,000 be committed to the Executive Committee for consideration and authorization upon recommendation of the Finance Committee when and if the budget will allow.

Upon motion, the above recommendationsof the Finance Committee were approved.

28. In accordance with Article V, Section 3, of the By-laws, as amended April 14, 1936, the Finance Committee reports the following changes in investments since the report of the April meeting:

(1) Securities Sold or Disposed of, March 1, 1944 thru September 30, 1944:

Security	Authorized by Finance Committee	Par Value	Book Value	Realized at Sale	Profit or Loss* on Sales
Stocks					
Tidewater Associated Oil Co. $450 Cumu.Conv. Pfd.	2-14-44	No par	$4,922.25	$5,139.89	217.64
Bonds					
None					

(2) Securities Purchased or Acquired, March 1, 1944 thru September 30, 1944:

Security	Authorized by Finance Comm.	Par Value	Cost
Stocks			
Aluminum of Canada, Ltd. 5% cumu. Redeemable Sinking Fund, 50 shs	2-14-44	$ 5,000.00	$ 4,112.50
Public Service Company of Indiana, Inc.Series A,5% Cumu.Pfd., 50 Shs	3-18-44	5,000.00	5,150.00
Southwestern Gas and Electric Co., 5% Cumu. Pfd., 50 shs.	3-18-44	5,000.00	5,462.50
Superior Oil Company, California, 100 Shs	2-14-44	2,500.00	8,032.50
Shell Union Oil, Common, 100 Shs	2-14-44	1,500.00	2,443.56
Bonds			
U.S.Treasury Notes,2¼/3-15-47	6-13-44	15,000.00	15,000.00
U.S.Treasury Bonds 2/6-15-54-52 20M	9-13-44	20,000.00	20,075.00
U.S.Treasury Notes, Series B, 1¼/3-15-47, 5M	9-13-44	15,000.00	15,051.56
Electric Power & Light Deb. 5/2030, 5M	9-13-44	5,000.00	5,125.00
McColl Frontenac Oil Co. 1st & Coll. 4¼/49, 5M	2-14-44	5,000.00	4,425.00
Standard Gas and Electric Co., Deb. 6/51, 5M	9-13-44	5,000.00	4,925.00

(3) Principal Payments in Reduction of Mortgages Between April 1, 1944 and September 30, 1944

Mortgages	Square	Lot	Principal Bal.3-31-44	Payments Apr.-Sep.	Principal Balance 9-30-44
Tompkins, Vincent & Grace	63	9	$ 5,976.86	$ 144.08	$ 5,832.78
Blair, Henry & Martha	Bk. A	12	4,326.53	92.14	4,234.39
Wallace, Thos. W. & L. J.	152	131	5,545.68	5,545.68	--
Klaeppinger, Milton	218	74	55,343.00	55,375.00	--
Jackson, Leonard & Lillina	336	A	4,663.08	103.70	4,559.38
Scurlock, Addison N.	393	817	3,895.69	145.05	3,750.64
Greenfield, Annie B.	555	97	2,673.82	23.70	2,650.12
Waters, Ellen	828	9	2,565.44	121.65	2,443.79
Janeson, Thomas	1098	98-99-100	12,000.00	-	12,000.00
Jenkins, Hugh & Viola	1301	516	3,142.95	125.57	3,017.38
O'Brien, Michael & Agnes	1301	720	4,167.59	166.35	4,001.24
Howard, Ralph & Ethel	1301	645	633.30	633.30	--
Reiley, Amos B. & Cora E.	1301	670	4,077.42	381.41	3,696.01
Tatum, Chas. & Frances	1305	38	3,969.77	60.58	3,909.19
Clark, Gordon & Frances	1310	23-42	3,371.86	140.95	3,230.91
Smith, Floyd & Frances	1327	23	4,113.14	199.25	3,913.89
Jacobs, John & Edna	1353	50	3,904.02	141.49	3,762.53
Sikes, John & Clara	1810	151	1,012.68	482.91	529.77
Gaylord, Mary K.	1810	23	3,614.74	122.33	3,492.41
Wire, Preston E. & Edna E.	1832	32	6,310.33	220.06	6,090.27
Rogers, Fred & Ruby	1892	37	4,372.13	193.36	4,178.77
Simms, Joseph & Daisy	1896	49	5,202.71	291.41	4,911.30
Wolffe, Samuel & Alice	2024	57	3,162.14	283.89	2,878.25
Zackery, Doris & Eleanor	2685	429	1,989.51	462.42	1,527.09
Harris, George A.	2718	848	25,500.00	1,000.00	24,500.00
VonKaenel, Paul & Ellie	2788	82	7,467.15	569.22	6,897.93
Norton, Earl D.	2804	123	6,100.00	250.00	5,850.00
General Realties, Inc.	2900	5	3,984.78	166.11	3,818.67
Williams, Edward & Hattie	3054	20	2,155.91	117.61	2,038.30
Davis,Henry & Dixon, Bessie	3086	38	2,249.94	-	2,249.94
Venezky, Benj. & Anna	3143	68	3,520.85	3,520.85	--
Rosenthal, Joseph & Mary	3221	86	3,281.79	135.45	3,146.34
Marks, Albert & Sarah	3252	90	4,276.63	142.05	4,134.58
Tucker, Glenn & Hattie	3265	202	3,908.63	192.28	3,716.35
Wondrack, Julius & Ethel	3275	37	4,338.11	-	4,338.11
Marble, David & Mary	3404	25	4,199.54	4,199.54	--
Steis, Marguerite	3697	15	5,211.24	154.20	5,057.04
Crandall, Viola M.	3890	115	4,600.96	134.75	4,466.21
Stemmer, Nellie A.	3976	53	3,789.43	162.41	3,627.02
Coe, Joseph E. & Mary D.	2977	31	2,042.00	2,042.00	--
Young, Louise M.	4059	21	3,290.50	198.34	3,092.16
McMahan, Robert & Ruby	4060	66	2,755.60	112.29	2,643.31
Twilley, Levin S. & Mary	4062	80	5,072.29	39.29	5,033.00
Corrigan, Phillip & Edythe	4241	52	4,321.59	128.99	4,192.60
Iroff, Abraham & Ida	4470	147	4,035.48	92.23	3,943.25
Taylor, Edward & Jennie	4470	155	2,864.56	364.18	2,500.38
Clark, Norrison M.	4506	111	470.61	416.46	54.15

Mortgages	Square	Lot	Principal Bal.3-31-44	Payments Apr.-Sep.	Principal Balance 9-30-44
Gartell,Lonnie & Josephine	4516	35	1,791.64	131.29	1,660.35
Boggs,William W & Julia D	4516	24	1,995.97	152.70	1,843.27
Brown, Elsie Margaret	4544	147	3,981.08	196.82	3,784.26
Houle,Arthur J. & Lucy Y	5340	22	3,242.06	28.24	3,213.82
Tucker, Edward & Mattie	5678	1-24	6,575.59	128.08	6,447.51
Norton, Clara J.	66 Ad.	2	816.48	-	816.48
			$277,874.80	80,231.66	$197,675.14

BUILDINGS AND GROUNDS COMMITTEE:

The Buildings and Grounds Committee submitted the following report:

29. The Buildings and Grounds Committee has not met formally since the last meeting of the Board of Trustees. On yesterday, one or two matters were discussed informally in order that the conditions with regard to the buildings and grounds can be properly presented to the Board of Trustees.

(a) At the meeting in April, the Board was informed about the proposal of the Highway Department to straighten the road between the reservoir and the University in what seemed a very harmful manner to the University. There is at the present time no change in this situation. The University is awaiting developments.

(b) The Board has been informed about the proposal of the District Commissioners to tax property of the Plant Extension Fund and the Endowment Fund which is rented. The Board has also been informed about measures taken by the attorney for the University to resist this taxation.

(c) During the past summer the condition of the south end of Miner Hall has become worse so that it seems possible at any time that this end of the building may fall into the street. The Post Office has recently been moved from the building and it is proposed now to fence off the driveway at this point so that students can not go so close to the building as to be harmed if it should fall. Meantime, the President of the University has made request of the Federal Security Agency for additional funds to remove the top two stories of the building so as to reduce the pressure and allow the remaining portion to be reenforced and be put back into use. Nothing yet has been heard from the Federal Security Agency on this request.

(d) The need for additional dormitories for women and men students has become urgent. At the beginning of this current year students actually had to return home because they could not be housed in the dormitories and there were no available accommodations in the city. This situation will probably continue for several years. It is the belief of the Buildings and Grounds Committee that the President of the University should go forward with every means at his disposal to secure from the federal government funds for construction of additional dormitories if such additional funds can be made available.

COMMITTEE ON INSTRUCTION AND RESEARCH:

The Committee on Instruction and Research submitted the following recom-

mendations:

30. That a study be made of the question of placing the faculty of the College of Liberal Arts on a twelve months basis, and that a recommendation be made to the Board of Trustees with respect to the same.

Upon motion, this recommendation was approved.

31. That any specific matters not affecting policy be referred to the Executive Committee with power to act.

Upon motion, this recommendation was approved.

32. That the following regulations governing admission to the Graduate School:

"Any person who is a graduate of a college or university on the approved list when the degree was granted and whose graduate major is in a department approved by the Graduate Council may be admitted to the Graduate School,"

be revised to read as follows:

(1) Any student whois a graduate of a college or university fully accredited by a regional accrediting agency when the degree was granted and who has an average of B (at least 2.0 average) in his major subject and related courses or in his field of concentration, and a better than C average for the four years of college work, is eligible for admission to the Graduate School as a regular student. (It should be clearly recognized, however, that admission to the Graduate School does not imply admission to candidacy for a higher degree. The specific requirements of the several departments relative to admission to candidacy should be carefully noted and regarded as additional to the general requirements of admission.)

(2) Any student who is a graduate of a college or university fully accredited by a regional accrediting agency at the time his degree was received but who does not have a B average in his major subject and related courses or field of concentration, and a better than C average for the four years of college work, may register in the Graduate School as a "Special" student. Such a student shall be required to pursue work under the jurisdiction of his department to determine whether he shall be admitted as a regular student. At the end of at least 15 quarter hours of work in the Graduate School, which must be earned with an average of B, and upon the written recommendation of his department to the Graduate Council, he will be admitted as a regular student. (The program of these students is to be submitted to the Dean of the Graduate School along with the recommendations.) If he is not admitted as a regular student, he may continue only as a non-matriculated student and shall not be eligible subsequently either to work for a master's degree or to take strictly graduate courses (courses numbered 200 and above). Students from Class "D" schools in the Southern Association will be registered as "Special" students and subject to the above regulations.

(3) Any student who is a graduate of a college or university which is not accredited by a regional accrediting association and who has an average of B (at least 2.0 average) in his major subject and related courses or field of concentration, and a B average (at least 2.0 average) for the four years of college work, may register in the Graduate School as a "Special" student. Such a student shall be required to pursue work under the jurisdiction of his department. At the end of at least 15 quarter hours of work in the Graduate School, upon the

written recommendation of his department to the Graduate Council, he may be admitted as a regular student. The program of these students is to be submitted to the Dean of the Graduate School along with the recommendation.

Any student who fails to meet the above requirements will be registered as a non-matriculated student and shall not be eligible subsequently either to work for a master's degree or to take strictly graduate courses (courses numbered 200 and above).

(This regulation shall become effective as of the beginning of the Second Quarter of 1944-45.)

Upon motion, this recommendation was approved.

33. That the present regulation governing grades, namely, -- "A student's standing is expressed by the grades S (Satisfactory), U (Unsatisfactory), I (Incomplete), or W (Withdrawn)", -

be revised to read as follows:

A student's standing is expressed by the grades: A, B, C, D, E, F, I, WP, and WF. A grade of A denotes excellent scholarship and yields three (3) quality (grade) points for each quarter hour earned; B is good, with 2 quality (grade) points; C is Fair, with 1 quality (grade) points; D is Poor, with no (0) quality (grade) points; and E and F are Failures with minus one (-1) and minus (-2) quality points respectively. The grade of "I" indicates that the work, otherwise satisfactory, was incomplete at the time of making the report of grades. The grades WP and WF are given students who withdraw from a course after the first five days of the quarter. The grade WP signifies that the student withdrew while passing in the course and carries no quality (grade) point value; the grade WF, that the student withdrew while failing and carries a quality (grade) point value of minus two (-2) for each quarter hour carried.

Only the courses which have been pursued with a grade of B or better may be counted toward fulfillment of the requirements for the master's degree.
(This revised regulation shall become effective as of the Fall Quarter, 1944-45).

Upon motion, this recommendation was approved.

34. That the following probation regulation, namely -- "Any candidate for a degree who receives a grade of U in four courses will be withdrawn from candidacy"--

be revised to read as follows:

Every graduate student is required to maintain an average of B (2.0 quality or grade points) for each quarter in residence, based upon 15 quarter hours. Any student who carries less than 15 quarter hours is required to make a grade of B or better in each course carried.

If any student fails to maintain the above scholarship standard, he shall be put on probation, and if he fails to maintain this scholarship standard in any subsequent quarter, he shall be permitted to continue in the Graduate School only as a non-matriculated student and shall be subject to the rule gov-

erning non-matriculated students.

Upon motion, this recommendation was approved.

35. That the following regulation governing eligibility and award of scholarships and fellowships, namely -- "Ten fellowships and 22 scholarships are available for graduate students whose records show an average grade of at least "B" during their last year of undergraduate work, or so much thereof as the Graduate Council may deem necessary to determine the competence of the candidate" --

be revised to read as follows:

Any person who is eligible to be admitted to the Graduate School as a regular student, is eligible for consideration for a Fellowship, provided that: (1) he has an average of at least B (2.0) for his entire college record; or (2) he has a record of B plus (2.5 or above) in his major subject and related courses or in his field of concentration. The recommendation of the head of the department in which the student plans to do his work is mandatory.

Any person who is eligible to be admitted to the Graduate School as a regular student, upon the recommendation of the major department in which the student plans to do his work, is eligible to apply for Scholarship aid.

Upon motion, this recommendation was approved.

36. That the University subsidize graduate work in the Summer School to the extent of $2,500 a year; this subsidy to supplement the income of the Summer School so that graduate classes (which, because of their small enrollment would not be and could not be self-supporting) can be given in order to permit students who can attend Summer School only, to complete their work for the master's degree by attendance exclusively at Summer School. (The Dean of the Graduate School, the Director of the Summer School, and the Head of the Department concerned will be responsible for the administration of the subsidy in the instance of each class thus subsidized.

Upon motion, this recommendation was referred to the President with power.

37. That an annual appropriation of $5,000 be made to the Graduate School with which to aid in the prosecution and publication of the research of faculty members in the Graduate School, both as individuals and groups; and that the Research Projects Committee, hereinbefore provided for, be given jurisdiction to determine what projects should be subsidized, to what extent, and under what conditions.

The above recommendation was approved in principle and the President instructed to be as helpful as possible in the matter.

38. That the following action voted by the Executive Committee of the Board of Trustees on June 4, 1936 - namely:

"That the sum of $6,300 established in the budget of the Graduate School be applied to fellowships and scholarships as follows:

(1) Ten (10) fellowships, each having a maximum value of $300, none of which is payable to the student in cash. Of this amount $150 is chargeable against the incidental fee only and the remainder

is chargeable first against room rent in one of the University residence halls and second against board in the university dining hall.

(2) Twenty-two (22) scholarships, each with a maximum value of $150 chargeable against the incidental fee only.

Provided that a larger number of students than is here specified may benefit from the sum thus made available so long as the total appropriation is not exceeded,"

be amended to read as follows:

That the sum of $6,300 established in the budget for Graduate School fellowships and scholarships be increased to $10,638 and be distributed and administered as follows:

(1) Eighteen (18) fellowships, each having a maximum value of $450, are hereby authorized. Of this amount $141 is chargeable against incidental fee only and the remainder is chargeable first against room rent in one of the University residence halls, and second against board in the University Cafeteria - the remainder, if any, being paid to the student in cash. (In the event the University cannot accommodate said student with a room in one of the residence halls, and in the event it would work a special hardship upon said student to dine in the University Cafeteria, the remainder of the stipend, after the incidental fee has been charged, shall be paid to the student in cash.)

(2) Eighteen (18) scholarships, each with a maximum value of $141.00 chargeable against the incidental fee only are hereby authorized.

Upon motion, it was voted that scholarships to the maximum value of $450.00 be authorized in the Graduate School, and that the budget of the Graduate School be increased for scholarship purposes as far as funds which may become available permit up to a limit sum of $10,638.00.

39. That five (5) assistantships, each carrying a stipend of $500.00 and a remission of all fees, except matriculation fee, be established in the Graduate School to be awarded to students of demonstrated scholarship over and above what is normally required for fellowships and scholarships.

Upon motion, it was voted that the University go as far as funds become available.

40. That Miss Viola M. Brown now serving under an appointment as part-time clerk-typist in the Division of Social Work and as part-time clerk-typist in the Department of Sociology at a total full-time salary of $1,200 for the two places, be now appointed full-time secretary in the Division of Social Work for the period, October 1, 1944 through June 30, 1945, at the rate of $100 a month for the month of October, 1944, and at a salary of $120 a month, beginning November 1, 1944, subject to any and all deductions.

Upon motion, this recommendation was approved.

41. That the 1944-45 budget of the Graduate School be increased by the sum of $800 to cover the compensation for the Secretary of the Field Training Unit of the Division of Social Work at Freedmen's Hospital Annex.

Upon motion, this recommendation was approved.

42. That the 1944-45 budget of the Graduate School be increased by the sum of $600 to cover the compensation of a part-time typist in a new field training unit of the Division of Social Work at Children's Services of the Board of Public Welfare of the District of Columbia.

Upon motion, this recommendation was approved.

43. That the Division of Social Work in the Graduate School now operated as a one-year training program in social work, leading to a certificate in social work, be made a two-year professional program of social work, leading to the master's degree.

This recommendation was approved in principle and the Executive Committee authorized to proceed with the establishment of a 2-yr. professional program of social work leading to the master's degree as soon as funds are available for this purpose.

44. That the Division of Social Work in the Graduate School be separated from the Graduate School and made a Graduate School of Social Work, with autonomy comparable with other schools and colleges within the University.

This recommendation was approved in principle and the Executive Committee authorized to establish a separate School of Social Work as soon as funds are available for this purpose.

45. That the Graduate Council be authorized to appoint a Committee on Research Projects, whose functions will be:

(1) To pass upon all University projects, proposed by individual members of the faculty or departments in the Graduate School or members of the administrative staff of the University or outside agencies, and determine and make recommendation as to the general desirability of participation; (2) to recommend or approve such financial outlays for such projects as may seem desirable and necessary; and (3) to encourage both inter and intra-departmental research and to seek outside research projects whether upon the instigation of the individual faculty members or upon the recommendation of the committee itself.

With regard to the above recommendation, the Board suggests to the Graduate Council that it consider the establishment of an Advisory Research Committee in the Graduate Council.

COMMITTEE ON DEGREES:

46. The Committee on Degrees submitted the following recommendations:

That the honorary degree of Doctor of Science be conferred upon Professor Henry Honeyman Hazen, Professor of Dermatology, Emeritus, at the December 1944 Convocation of the Medical School.

Upon motion, this recommendation was approved.

COMMITTEE ON NOMINATION OF TRUSTEES:

47. The Trustee Committee on Nominations submitted a report recommending reelection at the Annual Meeting of the Board, next April, for a term of three years the Class of 1945, as follows:

Louise C. Ball, A.B., D.D.S., Ph.D.	New York, N.Y.
George W. Coleman, A.M., LL.D.	Boston, Mass.
George W. Crawford, LL.B.	New Haven, Conn.

Charles H. Garvin, A.B., M.D.	Cleveland, Ohio
Faburne D. DeFrantz	Indianapolis, Ind.
Guy B. Johnson, A.B., A.M., Ph.D.	Chapel Hill, N.C.
Charles P. Taft, A.B., LL.B.	Cincinnati, Ohio

There were also nominated for consideration at the April meeting the following persons:

Edgar Wallace Knight, Professor of Education, University of North Carolina, Chapel Hill, N. C.
Lewis Meriam, Institute for Government Research, Brookings Institute, Washington, D.C.
Frederick L. Allen, Editor, Harper's Magazine, New York City
Whitney Marks Seymour, Attorney-at-Law, New York City
Dr. David D. Jones, Bennett College, Greensboro, N. C.
Dr. William Peck, Detroit, Michigan
Dr. A. D. Palmer, Chicago Theological Seminary, Chicago, Illinois
Richard F. Cleveland, Attorney-at-Law, Baltimore, Md.
Captain Edgar Smith
Dr. Gordon B. Hancock, Department of Sociology, Virginia Union University
Mrs. Eleanor Roosevelt, Washington, D. C.
Dr. Benjamin E. Mays, President, Morehouse College
Dr. A. Phillip Randolph, President, Brotherhood of Sleeping Car Porters
President F. W. Robinson, Groucher College, Maryland
M. C. Martin, Cashier, Danville Savings Bank & Trust Co., Danville, Va.
Dr. W. G. Alexander, Orange, New Jersey
Mr. George E. C. Hayes, Attorney for Howard University
Robert L. Brockenburr, Indianapolis, Ind.
Attorney Clayborne George, Cleveland, Ohio
Attorney Harold E. Bledsoe, Detroit, Mich.
Miss Pearl Buck
Miss Dorothy Confield Fisher
Miss Lillian E. Smith
Mayor Fiorello La Guardia, New York City

Upon motion, this recommendation was approved.

COMMITTEE ON THE SCHOOL OF LAW:

The Committee on the School of Law presented the following recommendations:

48. That the Board of Trustees approve the following items of curriculum reorganization for the School of Law, stipulating, however, that the aggregate increase in the Law School budget for the accomplishment of this reorganization during the eighteen month period beginning January 1, 1945 and ending June 30, 1946 shall not exceed $11,000.00:

(1) Effective at the beginning of the second semester of the academic year 1944-45, the evening class which entered the Law School in September, 1944, shall be divided into two classes, one to pursue the standard three-year day course leading to the degree Bachelor of Laws and the other to pursue the standard four-year evening course leading to the degree Bachelor of Laws.

(2) A six-week summer course shall be offered in 1945 for the members of the aforesaid day division in order that they may complete one-third of the standard law curriculum prior to September, 1945.

(3) Entering classes in both the day and the evening divisions are authorized for the academic year beginning September, 1945.

Upon motion, this recommendation was approved.

COMMITTEE ON THE SCHOOL OF RELIGION:

The Committee on the School of Religion presented the following recommendation:

49. That Frank D. Dorey, Church of the Crossroads, Honolulu, Hawaii, be appointed Assistant Professor of Social Ethics and the Sociology of Religion for the year beginning September 1, 1945, at an annual salary of $3,000.00, subject to any and all reductions; this appointment to expire automatically on June 30, 1947.

Two-thirds of the funds necessary to the carrying out of this recommendation have been committed to the University by the American Missionary Association. Provision by the University of one-third of the salary required for one year was made in the present School of Religion budget in anticipation of making an appointment to this position for the current year.

Upon motion, this recommendation was approved.

COMMITTEE ON THE SCHOOL OF MEDICINE:

50. A committee of the faculty of the College of Medicine, composed of
Dr. Joseph L. Johnson, Chairman
Dr. Paul B. Cornely
Dr. W. M. Cobb
Dr. Charles Drew
Dr. Frank Jones
and accompanied by Dr. John W. Lawlah, Dean of the College of Medicine, presented a petition to the Board of Trustees asking that the action of the Executive Committee on September 15, 1944, to wit:

"That payment be made to the following persons in accordance with the vote of the Executive Committee of the Board of Trustees at their meeting held on June 2, 1944, authorizing that an appropriation of $26,000 be added to the budget of the College of Medicine to pay for the increased costs of the accelerated program in the College of Medicine for the year 1943-1944:

Name	Title	Basic Annual Salary	One-Sixth Payment
Department of Anatomy			
McKinney, Roscoe L.	Professor	$4,500.00	$ 750.00
Cobb, W. Montague	Professor	4,000.00	666.66
Young, H. Wharton	Asso. Professor	3,700.00	616.66
Gregory, Monroe G.	Assistant	1,200.00	200.00
Department of Bacteriology			
Cornely, Paul B.	Asso. Professor	4,500.00	750.00
Moore, Ruth E.	Asst. Professor	2,900.00	483.33
Department of Biochemistry			
Wilkerson, Vernon A.	Professor	4,500.00	750.00
Newman, Lloyd H.	Asso. Professor	3,500.00	583.33

Name	Title	Basic Annual Salary	One-sixth Payment
Department of Pharmacology			
Maloney, Arnold H.	Professor	$ 4,500.00	$ 750.00

"Upon motion, this recommendation was not approved" -

be reconsidered, and that the teachers named therein be paid.

The faculty committee was heard by a Committee of the Board of Trustees appointed by Dr. P. B. Young, Chairman of the Board, with Dr. Peter Marshall Murray, Chairman of the Committee on the School of Medicine, serving as Chairman. The Committee made the following report and recommendation to the Board of Trustees:

> The President is making his fifth attempt to secure funds from the Federal Government to pay all salaries recommended by the Dean of the School of Medicine under the accelerated program. Recommended that, pending the outcome of these negotiations, the Board of Trustees vote:
>
> 1. To hold all further payments now under consideration in status quo.
>
> 2. To refer to the Executive Committee with power to act any recommendations bearing thereupon which may be subsequently presented to the Executive Committee by the Committee on the School of Medicine.

Upon motion, the above recommendations of the special committee of the Board were approved.

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51. Upon motion, it was voted that the Secretary of the University be authorized to convey to Attorney W. Justin Carter, member of the Board of Trustees, expressions of sympathy because of illness which prevented his attending the meeting of the Board of Trustees.

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52. Upon motion, the President is empowered to proceed with making Miner Hall safe to the extent of $9,000.00 if pending District of Columbia examination warrants it.

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

HOWARD UNIVERSITY
WASHINGTON, D. C.

REPORT OF THE FINANCE COMMITTEE TO THE
BOARD OF TRUSTEES
October 24, 1944

The Finance Committee submits its report as follows:

1. There is attached the required schedule of investments and changes in investments for the period since the April meeting of the Board.

2. The United Negro College Fund. The President has reported that Howard University will receive approximately $15,000 as its share in the United Negro College Fund for the current year. It is the recommendation of President Johnson, approved by the Finance Committee that the amount so received be divided in three (3) parts, one-third for fellowships in the Graduate School, a second third to match the grant of the Rockefeller Foundation for research in the Medical School and a third to the School of Religion to meet the University's commitments toward the salaries of professors provided by the Society of Friends and the Congregational Church.

3. Additions to the Budget. The Finance Committee received recommendations from the standing committees of the Board for additions to the budget approximating $32,000.00. It is the recommendation of the Finance Committee that the following recommendations of the Deans and standing committees be approved as within the expected increase in the budget as result of the fall registration:

Salary Increases	Name	Recommended Increase	Annual Salary inc. Increase
School of Religion			
	Dean William S. Nelson	$ 500.00	$ 4,500.00
College of Pharmacy			
	Dean Chauncey I. Cooper	500.00	3,500.00
	Dr. Daniel H. Smith	300.00	2,500.00
	Mr. Roy C. Darlington	200.00	2,000.00
	Mr. Turner H. Dennard	200.00	2,000.00
School of Music			
	Dean Warner Lawson	500.00	4,500.00
College of Liberal Arts			
	Dr. Herman Branson (to Associate Prof.)	700.00	3,000.00
	Dr. R. Percy Barnes	700.00	3,700.00
	Dr. Stanton L. Wormley (to Associate Prof.)	500.00	3,000.00
	Dr. Wolfgang Seiferth (to Associate Prof.)	500.00	3,000.00
	Dr. Martin D. Jenkins	500.00	3,500.00

Name	Recommended Increase	Annual Salary inc. Increase
College of Liberal Arts (continued)		
Dr. Stewart R. Cooper	$ 200.00	$ 2,700.00
Dr. E. E. Lewis	200.00	3,200.00
Dr. Eugene C. Holmes	300.00	2,300.00
Founders Library		
Mr. Joseph H. Reason	400.00	2,500.00
Miss Naomi J. Rushing	200.00	1,700.00
Dean of Women's Office		
Mrs. Natalie Day	170.00	1,330.00
4 Educational Directors	480.00	

New Positions

School of Religion	
Half-time stenographer	720.00
Dean of Women's Office	
Half-time Off Campus Director	700.00
School of Social Work	
Increase sufficient to provide full-time secretary	560.00
Increase sufficient to provide full-time secretary for remainder of the year in Social Work field training Unit, Freedmen's Hospital	800.00
For part-time typist in Social Work	600.00
Towards the Child Work Project in Social Work	480.00
Office of the Secretary	
To increase the budget for printing in the Office of the Secretary	3,132.00

Total increases $14,092.00

The Committee recommends that the remaining items recommended by the standing committees of the Board in the schedule of $32,000.00 be committed to the Executive Committee for consideration and authorization upon recommendation of the Finance Committee when and if the budget will allow.

Respectfully submitted:

C. H. Tobias, Chairman

George W. Coleman

Thomas Jesse Jones

HOWARD UNIVERSITY
WASHINGTON, D. C.

REPORT OF THE FINANCE COMMITTEE OF THE BOARD OF TRUSTEES
For the Semi-Annual Meeting, October 24, 1944

In accordance with Article V, Section 3, of the By-laws, as amended April 14, 1936, the Finance Committee reports the following changes in investments since the report of the April meeting:

1. Securities Sold or Disposed of, March 1, 1944 thru September 30, 1944:

Security	Authorized by Finance Committee	Par Value	Book Value	Realized at Sale	Profit or Loss* on Sales
Stocks					
Tidewater Associated Oil Co. $450 Cumu.Conv. Pfd.	2-14-44	No par	$4,922.25	$5,139.89	$ 217.64
Bonds					
None					

2. Securities Purchased or Acquired, March 1, 1944 thru September 30, 1944:

Security	Authorized by Finance Comm.	Par Value	Cost
Stocks			
Aluminum of Canada, Ltd. 5% Cumu. Redeemable Sinking Fund, 50 Shs	2-14-44	$ 5,000.00	$ 4,112.50
Public Service Company of Indiana, Inc. Series A, 5% Cumu. Pfd, 50 Shs	3-18-44	5,000.00	5,150.00
Southwestern Gas and Electric Co., 5% Cumu. Pfd., 50 Shs	3-18-44	5,000.00	5,462.50
Superior Oil Company, California, 100 Shs	2-14-44	2,500.00	8,032.50
Shell Union Oil, Common, 100 Shs	2-14-44	1,500.00	2,443.56
Bonds			
U. S. Treasury Notes 2¼/3-15-47	6-13-44	15,000.00	15,000.00
U. S. Treasury Bonds 2/6-15-54-52 20M	9-13-44	20,000.00	20,075.00
U. S. Treasury Notes, Series B, 1¼/3-15-47, 5M	9-13-44	15,000.00	15,051.56
Electric Power & Light Deb. 5/2030, 5M	9-13-44	5,000.00	5,125.00
McColl Frontenac Oil Co. 1st & Coll. 4¼/49, 5M	2-14-44	5,000.00	4,425.00
Standard Gas and Electric Co., Deb. 6/51, 5M	9-13-44	5,000.00	4,925.00

HOWARD UNIVERSITY

3. Principal Payments in Reduction of Mortgages
Between April 1, 1944 and September 30, 1944

Mortgages	Square	Lot	Principal Bal. 3-31-44	Payments Apr.-Sep.	Principal Balance 9-30-44
Tompkins, Vincent & Grace	63	9	$ 5,976.86	$ 144.08	$ 5,832.78
Blair, Henry & Martha	Bk. A	12	4,326.53	92.14	4,234.39
Wallace, Thos. W. & L. J.	152	131	5,545.68	5,545.68	--
Klaeppinger, Milton	218	74	55,343.00	55,375.00	--
Jackson, Leonard & Lillina	336	A	4,663.08	103.70	4,559.38
Scurlock, Addison N.	393	817	3,895.69	145.05	3,750.64
Greenfield, Annie B.	555	97	2,673.82	23.70	2,650.12
Waters, Ellen	828	9	2,565.44	121.65	2,443.79
Jameson, Thomas	1098	98-99-100	12,000.00	--	12,000.00
Jenkins, Hugh & Viola	1301	516	3,142.95	125.57	3,017.38
O'Brien, Michael & Agnes	1301	720	4,167.59	166.35	4,001.24
Howard, Ralph & Ethel	1301	645	633.30	633.30	--
Reiley, Amos B. & Cora E.	1301	670	4,077.42	381.41	3,696.01
Tatum, Chas. & Frances	1305	38	3,969.77	60.58	3,909.19
Clark, Gordon & Frances	1310	23-42	3,371.86	140.95	3,230.91
Smith, Floyd & Frances	1327	23	4,113.14	199.25	3,913.89
Jacobs, John & Edna	1353	50	3,904.02	141.49	3,762.53
Sikes, John & Clara	1810	151	1,012.68	482.91	529.77
Gaylord, Mary K.	1810	23	3,614.74	122.33	3,492.41
Wire, Preston E. & Edna E.	1832	32	6,310.33	220.06	6,090.27
Rogers, Fred & Ruby	1892	37	4,372.13	193.36	4,178.77
Simms, Joseph & Daisy	1896	49	5,202.71	291.41	4,911.30
Wolffe, Samuel & Alice	2024	57	3,162.14	283.89	2,878.25
Zackery, Doris & Eleanor	2685	429	1,989.51	462.42	1,527.09
Harris, George A.	2718	848	25,500.00	1,000.00	24,500.00
VonKaenel, Paul & Ellie	2788	82	7,467.15	569.22	6,897.93
Norton, Earl D.	2804	123	6,100.00	250.00	5,850.00
General Realties, Inc.	2900	5	3,984.78	166.11	3,818.67
Williams, Edward & Hattie	3054	20	2,155.91	117.61	2,038.30
Davis, Henry & Dixon, Bessie	3086	38	2,249.94	--	2,249.94
Venezky, Venj. & Anna	3143	68	3,520.85	3,520.85	--
Rosenthal, Joseph & Mary	3221	86	3,281.79	135.45	3,146.34
Marks, Albert & Sarah	3252	90	4,276.63	142.05	4,134.58
Tucker, Glenn & Hattie	3265	202	3,908.63	192.28	3,716.35
Wondrack, Julius & Ethel	3275	37	4,338.11	--	4,338.11
Marble, David & Mary	3404	25	4,199.54	4,199.54	--
Steis, Marguerite	3697	15	5,211.24	154.20	5,057.04
Crandall, Viola M.	3890	115	4,600.96	134.75	4,466.21
Stemmer, Nellie A.	3976	53	3,789.43	162.41	3,627.02
Coe, Joseph E. & Mary D.	2977	31	2,042.00	2,042.00	--
Young, Louise M.	4059	21	3,290.50	198.34	3,092.16
McMahan, Robert & Ruby	4060	66	2,755.60	112.29	2,643.31
Twilley, Levin S. & Mary	4062	80	5,072.29	39.29	5,033.00
Corrigan, Phillip & Edythe	4241	52	4,321.59	128.99	4,192.60
Iroff, Abraham & Ida	4470	147	4,035.48	92.23	3,943.25
Taylor, Edward & Jennie	4470	155	2,864.56	364.18	2,500.38
Clark, Norrison M.	4506	111	470.61	416.46	54.15
Gartell, Lonnie & Josephine	4516	35	1,791.64	131.29	1,660.35
Boggs, William W & Julia D.	4516	24	1,995.97	152.70	1,843.27
Brown, Elsie Margaret	4544	147	3,981.08	196.82	3,784.26
Houle, Arthur J. and Lucy Y.	5340	22	3,242.06	28.24	3,213.82
Tucker, Edward & Mattie	5678	1-24	6,575.59	128.08	6,447.51
Norton, Clara J.	66 Ad.	2	816.48	--	816.48
			$277,874.80	$80,231.66	$197,675.14

A G E N D A

SEMI-ANNUAL MEETING OF THE BOARD OF TRUSTEES, HOWARD UNIVERSITY
OCTOBER 24, 1944

✓ 1. ROLL CALL

✓ 2. PRAYER

3. READING, CORRECTION AND APPROVAL OF MINUTES AS FOLLOWS:

   A. ANNUAL MEETING OF THE BOARD OF TRUSTEES, APRIL 11, 1944
   B. EXECUTIVE COMMITTEE MEETINGS OF THE BOARD OF TRUSTEES held since the last regular meeting of the Board -
      April 11, 1944
      June 2, 1944
      September 15, 1944

4. REPORT AND RECOMMENDATIONS OF THE PRESIDENT OF THE UNIVERSITY

5. REPORT OF THE SECRETARY OF THE UNIVERSITY

6. REPORT OF THE TREASURER OF THE UNIVERSITY

7. REPORT OF STANDING COMMITTEES -

   A. EXECUTIVE
   B. FINANCE
   C. NOMINATION AND ELECTION OF TRUSTEES
   D. BUILDINGS AND GROUNDS
   E. INSTRUCTION AND RESEARCH
   F. LAW
   G. MEDICINE
   H. RELIGION

8. PRESENTATION OF PETITIONS, MEMORIALS AND OTHER COMMUNICATIONS, and CONSIDERATION THEREOF

9. MOTIONS AND RESOLUTIONS

10. UNFINISHED AND MISCELLANEOUS BUSINESS

11. ADJOURNMENT

Washington, D. C.,
November 3, 1944

TO THE BOARD OF TRUSTEES OF HOWARD UNIVERSITY

According to the latest issue of the local weekly the annual convocation of the School of Religion will develop the theme "The Church and Social Disorganization". Discussions of areas of social maladjustment and of ways in which ministers and their churches can assist in removing them will follow this theme. Among the problems to be discussed are disease, unemployment, DIFFICULTIES WITH THE FAMILY, alchoholism, crime and JUVENILE DELINQUENCY!

This is, unquestionably, one of the most brazen examples of Howard University's hypocrisy.

One of the most famous areas of social maladjustment in the country IS Howard University. The difficulties with families found among faculty members may be traced directly to the low professional, ethical, and moral standard of the University men, who expect their wives to raise no voice of protest about their brazen, beastful philandering, who call their own wives, or other men's "crazy" and "abnormal" if they dare to do so, and then go into court to commit perjury for them so they can relieve themselves of their wives (few of them have children). It would be interesting to hear what Dr. William Stuart Nelson, Dean of the School of Religion, will suggest that ministers can do about social disorganization. WHY does HE not begin in his own family, with HIS brother-in-law, Dr. Alonzo Smith, also of the University faculty. Dr. Smith's sponsoring of one of the most notorious adulterers, liars, and socially maladjusted individuals who ever graduated from Howard University, to return as a faculty member, is well-known nationally. Dr. Smith, who advocates abortion and adultery, is the faculty member who wrote a non-professional staff member, married, all about how adultery with him would be being "free" and "emanciapted". If this would not cause difficulties with the family (which he did not have, in spite of his supposedly extensive medical knowledge, and which was obviously not his wife's fault, as she has produced a son, as he said after two wives taking twenty years to realize his secret ambition!) one wonders WHAT would. As for JUVENILE delinquency - what does one call the front page stories about Howard University faculty members? WHAT is the name given to the conduct of Dr. "Sppof" Green, Dr. Vernon Wilkerson, and of course, more recently, the Freedmen's Hospital Dr. Purvis Henderson stink. To date there has been no public retraction of the charges by the woman involved in that mess that she was NOT the only one who indulged with staff members. Since the senior students come in contact with the hospital staff, and since so many faculty members, like Dr. Smith, are also on the hospital staff, it is rather drawing a line of too fine distinction between the hospital and the medical school, especially since the Dean was also the Director until January 1944.

How much longer is the public going to be forced to stomach this rotteness, protected by such socially maladjusted faculty members as George E. C. Hayes, who does not hesitate to call a student into court to commit perjury for a scoundrel, and have the scoundrel, faculty member, also commit perjury, suppress evidence, then dare someone to tell the TRUTH about WHO IS socially maladjusted.

Howard University is Exhibit A of "Social Disorganization"!

Z Clemens

Forwarded from Chapel Hill

Washington, D. C.
October 23, 1944

To the Board of Trustees of Howard University

It is hoped you will not be a party to a brazenly hypocritical, ridiculous public announcement after the coming meeting of the Board of Trustees of Howard University, similar to the one made after the spring meeting, stating there would be more emphasis on "religion".

Since at least 32,000 readers are kept informed of the more brazen scandals involving various faculty members, many of whom are members of Freedmen's Hospital staff, and the faculty and staff members are aware of the details of cases which are not mentioned in the press, or only briefly, it is difficult to understand how the Board of Trustees had the nerve to mention "religion". Apparently the Board has so little interest in actual conditions at the University as to not be informed - or it is helpless to do anything to raise the low professional, ethical, and moral standards of the University faculty and the students who follow in their filthy footsteps. An excellent example of the "religion" of the University is the document written by Dr. Alonzo Smith, twice married, to a married woman non-professional member of the staff, explaining why adultery with him was being "free" and "emancipated" Dr. Smith, brother-in-law of the DEAN of the School of RELIGION, as head of the Department of Pediatrics, not only deliberately lowered the professional, ethical, and moral standards of his own department at the Hospital and Medical School, by his own conduct, but permitted his brilliant protege resident to go even farther, fail to fulfill his contract - then, after brazenly boasting of his irresponsible, immoral, selfish, mercenary conduxt, not to mention his wife-beating, (as another faculty member does), return to the University as a member of the faculty. This same resident-instructor was encouraged and aided in his philandering by Dr. Riley Thomas, faculty member. And it was Dr. Thomas' step-son, Edward Hawthorne, medical student, who committed perjury as a witness for George E. C. Hayes, Assistant Professor of Law, when the above-mentioned resident sought freedom froma legal marital tie he never had any intentions of fulfilling anyway(an excellent example of Howard University graduates' "religion"). Mr. Hayes, incidentally, has acquired quite a reputation, at least locally, for his divorce cases, involving GROSS charges of adultery, his DEFENSE of Nathan Dobbins, Howard University graduate with three wives, in disbarment proceedings, his DEFENSE of the Afro when it was sued for libel, and his partner's suit of Dr. "Spoof" Greene, faculty member of front page fame, who didn't know his wife's whereabouts - while he was having marital relations with her - and suing her for divorce - after accepting some $4,000. from her for his medical education at Howard University, and his office. The front page spread of Dr. Purvis Henderson, last month, could hardly be called an emphasis on "religion" unless one omits most of the Ten Commandments from inclusion in the term.

If there is any collection of LESS religiously inclined, more bigoted, conceited, selfish, mercenary, abnormal, wife-beating, philandering, hypocritical liars, malicious, meddling, gossiping, envious, cheats than is found at Howard University it is not so thoroughly brazenly, boastfully publicized.

The "religion" of Howard University is a theoretical myth - a collection of empty, fancy words - or, as Dr. Smith wrote, overtly men profess to accept social taboos, while writhing under them, but sub rosa they serve two masters with considerable success. There is very little writhing at Howard University

Z Owens

MINUTES OF THE BOARD OF TRUSTEES
HOWARD UNIVERSITY
WASHINGTON, D. C.
APRIL 10, 1945

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MINUTES OF
BOARD OF TRUSTEES
HOWARD UNIVERSITY
WASHINGTON, D. C.
APRIL 10, 1945

The Annual Meeting of the Board of Trustees of Howard University was held Tuesday morning, April 10, 1945, in the Treasure Room, Founders Library, University Campus, Dr. P. B. Young, Chairman, presiding, beginning at 10:00 o'clock.

Present at the meeting:

Dr. P. B. Young, Chairman of the Board of Trustees
Dr. George W. Coleman, Vice-Chairman of the Board of Trustees
Dr. Mordecai W. Johnson, President of the University
Dr. Louise C. Ball
Dr. Jacob Billikopf
Dr. Sara W. Brown
Mr. W. Justin Carter
Mr. George W. Crawford
Mr. Victor B. Deyber
Mr. Lloyd K. Garrison
Dr. Charles H. Garvin
Mr. Lorimer D. Milton
Mr. Myles A. Paige
Dr. Peter Marshall Murray
Dr. C. C. Spaulding
Dr. Channing H. Tobias

Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Excuses were rendered to the Board by the Secretary for Mr. Harry J. Capehart, Dr. Walter G. Crump, Mr. F. E. DeFrantz, Dr. Guy B. Johnson, Dr. Thomas Jesse Jones, Dr. Richard W. Hale, Jr., who were unavoidably prevented from attending the meeting.

It was unanimously agreed by the Board of Trustees that expressions of sympathy be conveyed by the Secretary of the University to Dr. Crump and Dr. Hale on account of illness.

Prayer by Dr. Johnson.

1. The Minutes of the Semi-Annual meeting of the Board of Trustees, held October 24, 1944, having been sent in advance to members of the Board for review, were, upon motion, approved and ratified.

2. The Minutes of the meetings of the Executive Committee, held November 17, 1944, December 15, 1944, February 16, 1945 and March 16, 1945, having been sent in advance to members of the Board, were, upon motion, approved and ratified.

PRESIDENT'S REPORT

3. The President of the University gave a summary of his report which was handed to the members of the Board of Trustees.

REPORT OF THE SECRETARY

4. The Secretary of the University stated that his report had been sent to the members of the Board of Trustees.

REPORT OF THE TREASURER

5. The Treasurer reported that his report was embodied in the Auditor's report and the report of the Finance Committee.

STANDING COMMITTEES

EXECUTIVE COMMITTEE:

6. The Executive Committee reported that its report was embodied in the minutes of the Executive Committee.

FINANCE COMMITTEE:

The Finance Committee submitted the following report and recommendation:

REPORT OF THE FINANCE COMMITTEE

7. (1) The accumulated deficit of the University at June 30, 1933, was $135,149.70, at June 30, 1944, had been reduced to 71,395.03

(2) The current debt to the bank at June 30, 1933, was $84,900, and this was finally paid in full March 27, 1944.

(3) The estimate of income approved by the Board at the meeting April 11, 1944 was	1,638,651.00
To which may be added:	
Probable increase in student fees	160,067.00
Probable increase in special programs	37,802.00
Probable increase in Dental Infirmary $4,000, Dining Hall and other Auxiliary Enterprises	93,349.00
Revised Estimate of Income	1,928,869.00

(4) Appropriations in the Budget approved April 11, 1944	1,667,455.00
To which should be added:	
Voted increases for Administration	13,882.00
for Instruction	85,160.00
for Operation & Maintenance	43,500.00
Estimated increase in Dining Hall Dormitories, and other Auxiliary Exterprises	112,122.00
Voted balance of acceleration cost, $5,579.98 and proposed salary increase in Medicine $11,551.00	17,131.00
Revised Estimate of Expenses	1,939,250.00

(5) With a possible, though not expected deficiency of	10,381.00
(6) With an increase in the deficit to	81,776.03
(7) The proposed budget for the fiscal year ending June 30, 1946, is based on the income estimates of	1,773,979.00
(8) With present and contingent appropriation in the Expense Budget of	1,785,356.00
(9) With a resulting deficit if all contingent appropriations are made without additional income of	11,377.00

(10) The above budget includes the following appropriation which the Bureau of the Budget has approved and sent to Congress:

For salaries (exclusive of overtime) an increase of $81,440.00	685,000.00
For Expenses an increase of $69,000.00	227,000.00
Total	912,000.00

(11) The increase in the Government Appropriation includes the following:

(a) Additional personnel for Medical School	30,780.00
(b) for Engineering & Architecture	13,700.00
(c) for the College of Liberal Arts	36,000.00
(d) For salary increases to which the University is to add $12,571.00	960.00
Total	81,440.00

(12) The increase in the Government appropriation for Expenses includes the following:

(a) For printing & binding	5,053.00
(b) For supplies and materials	14,695.00
(c) For equipment	9,252.00
(d) For scholarships	40,000.00
Total	69,000.00

In accordance with Article V, Section 3, of the By-Laws, as amended April 14, 1936, the Finance Committee reports the following changes in investments since the report of the October meeting:

8. Securities sold or disposed of October 1, 1944 through March 31, 1945:

Security	Authorized by Finance Committee	Par Value	Book Value	Realized at Sale	Profit or Loss* on Sales
Stocks					
Dun & Bradstreet, Inc. Cumm. Pfd. 50 shares		No Par	5,500.00	5.500.00	
The Greyhound Cor. 5½% Cumm.Conv.Preference 400 shares	Called for payment	4,000.00	5,263.00	4,400.00	863.00*
United Gas Corp.7% Cumm. Pfd. No par 50 shares		No Par	11,597.50	11,000.00	597.50*
Pennsylvania Water & Power Co. Common, No par 100 shares		No Par	4,826.99	5,590.00	763.01
Bonds					
Deep Rock Oil Corp. 12 Yr. 6% Sinking Fund Debentures (Sale July 18, 1944 not included in report for the period Mar.1-1944-Sept.30,1944)	Called for payment	4,000.00	3,718.00	3,998.61	280.61

9. Securities purchased or acquired October 1, 1944 through March 31, 1945:

Security	Authorized by Finance Comm.	Par Value	Cost
Stocks			
United Gas Corp.7% Cumm. Pfd. no par	6-13-44	No Par	5,692.50
Bonds			
U.S.A. Cert. of Indebtedness 7/8%		15,000.00	15,000.00
U.S.Treasury Notes - Series C 1947,1¼%		15,000.00	15,000.00
U.S. Savings Bond - Series G, 2½%		20,000.00	20,000.00
Twin City Rapid Transit Co., 4% Collateral Trust Bonds, 10-1-64		5,000.00	5,087.50

10. Principal payments in reduction of mortgages between October 1, 1944 and March 31, 1945:

Mortgages	Square	Lot	Principal Balance 10-1-1944	Payments Oct.-Mar.	Principal Balance 3-31-1945
McMahon, Robt. M. & Ruby A.	Trinidad	66	$4,400.00	$ 200.37	$4,199.63
Tompkins, Vincent & Grace	63	9	5,832.78	147.36	5,685.42
Blair, Henry & Martha	Bk.A	12	4,234.39	279.22	3,955.17
Jackson, Leonard & Lillian	336	A	4,559.38	148.87	4,410.51
Scurlock, Addison N.	393	817	3,750.64	178.08	3,572.56
Greenfield, Annie B.	555	97	2,650.12	28.45	2,621.67
Waters, Ellen	828	9	2,443.79	95.94	2,347.85

Mortgages	Square	Lot	Principal Balance 10-1-1944	Payments Oct.-Mar.	Principal Balance 3-31-1945
Jameson, Thomas	1098	98-99-100	12,000.00	12,000.00	-
Jenkins, Hugh & Viola	1301	516	3,017.38	154.18	2,863.20
O'Brien, Michael & Agnes	1301	720	4,001.24	170.54	3,830.70
Reiley, Amos B. & Cora E.	1301	670	3,696.01	224.56	3,471.45
Tatum, Chas. & Frances	1305	38	3,909.19	92.98	3,816.21
Clark, Gordon & Frances	1310	23-42	3,230.91	675.11	2,555.80
Smith, Floyd & Frances	1327	23	3,913.89	204.28	3,709.61
Jacobs, John & Edna	1353	50	3,762.53	158.77	3,603.76
Sikes, John & Clara	1810	151	529.77	529.77	-
Gaylord, Mary K.	1810	23	3,492.41	125.10	3,367.31
Wire, Preston E., Edna E.	1832	32	6,090.27	1,676.18	4,414.09
Rogers, Fred & Ruby	1892	37	4,178.77	197.57	3,981.20
Simms, Joseph & Daisy	1896	49	4,911.30	563.80	4,347.50
Wolffe, Samuel & Alice	2024	57	2,878.25	2,878.25	-
Zackery, Doris & Eleanor	2685	429	1,527.09	567.70	959.39
Harris, George A.	2718	848	24,500.00	250.00	24,250.00
VonKaenel, Paul & Ellie	2788	82	6,897.93	582.61	6,315.32
Norton, Earl D.	2804	123	5,850.00	5,850.00	-
General Realties, Inc.	2900	5	3,818.67	170.31	3,648.36
Williams, Edw. & Hattie	3054	20	2,038.30	218.30	1,820.00
Davis, Henry & Dixon, Bessie	3086	38	2,249.94	2,249.94	-
Rosenthal, Joseph & Mary	3221	86	3,146.34	53.14	3,093.20
Marks, Albert & Sarah	3252	90	4,134.58	145.64	3,988.94
Tucker, Glenn & Hattie	3265	202	3,716.35	197.15	3,519.20
Wondrack, Julius & Ethel	3275	37	4,338.11	4,338.11	-
Steiss, Marguerite	3697	15	5,057.04	157.70	4,899.34
Crandall, Viola M.	3890	115	4,466.21	165.05	4,301.16
Stemmer, Nellie A.	3976	53	3,627.02	199.39	3,427.63
Young, Louise M.	4059	21	3,092.16	201.08	2,891.08
McMahan, Robert & Ruby	4060	66	2,643.31	2,643.31	-
Twilley, Levin S. & Mary	4062	80	5,033.00	1,119.67	3,913.33
Long, Julian H. & Viola	.4241	52	4,192.60	109.72	4,082.88
Iroff, Abraham & Ida	4470	147	3,943.25	94.33	3,848.92
Taylor, Edward & Jennie	4470	155	2,500.38	275.87	2,224.51
Clark, Morrison M.	4506	111	54.15	54.15	-
Gartrell, Lonnie & Josephine	4516	35	1,660.35	161.20	1,499.15
Boggs, William & Julia	4516	24	1,843.27	130.20	1,713.07
Brown, Elsie M.	4544	147	3,784.26	277.94	3,506.32
Houle, Arthur J. & Lucy Y.	5340	22	3,213.82	100.52	3,113.30
Tucker, Edward & Mattie	5678	1-24	6,447.51	157.28	6,290.23
Norton, Clara J.	66 Ad.	2	816.48	23.25	793.23
Total			$202,075.14	$41,222.94	$160,852.20

RECOMMENDATIONS:

11. That the tuition fee in the College of Medicine be increased from $250.00 to $315.00 per academic year of nine months, effective with the school year beginning September, 1945.

12. That the tuition fee in the College of Dentistry be increased from $175.00 to $225.00 per academic year of nine months, effective with the school year beginning September, 1945.

13. That, in addition to the above, the proposed budget be amended to include additional provisions and salary increases recommended by the Committee on the Medical School in the amount of $7,340.00, and by advance in salary approximating $12,000.00 as recommended by the Committee on Instruction and Research and the Buildings and Grounds Committee for a number of persons in the lower income brackets among the non-teaching employees and in the Buildings and Grounds and the Service Enterprise Departments.

14. That the budget as amended be referred to the Executive Committee with power to give final approval at such time as assurance of the Government appropriation may make this possible.

Justification

This increase in the tuition fee for Medicine by $65.00 should add approximately $17,875.00 to income for the next year. The increase of $50.00 in tuition for Dentistry should add approximately $8,000.00 to the income for next year. This would cause the estimate of income to be increased to $1,799,854.00.

The additional salary increases in Medicine of $7,340.00 and salary increases for persons in the non-teaching group and service departments, approximating $12,000.00, would cause estimated expense to be increased to $1,804,696.00.

This will cause an estimated deficit next year of $4,842.00. However, it is the belief of the Finance Committee from experience in previous years that this deficit will be offset by delayed appointments and inability to make appointments to the new positions during the course of the next year. While the deficit may appear possible, it is not believed probable.

The proposed budget has certain personnel recommendations which are contingent upon receipt of the increases in the Government appropriation for the next fiscal year. The appropriation may not be finally made by Congress until late in June. The increases and new appointments, therefore, are contingent on this fact and will finally have to be approved by the Executive Committee.

The advances in salary proposed in the original budget amount to $36,127.00.

The advances in rank proposed in the original budget amount to $11,900.00.

The new appointments proposed in the original budget amount to $95,863.00.

To the above will have to be distributed and added $7,340.00 for Medicine in the amended budget.

All of the proposed advances in salary, advances in rank, and new personnel have been reviewed and approved in detail by the various committees of the Board.

Upon motion, the above report and recommendations were approved.

15. Upon motion, it was voted that a budget of $1,804,696.00 be approved. and that all recommendations for reappointments, new appointments, salary increases, advances in rank, reinstatements, retirements, leaves and terminations of employment made by the standing committees of the Board be referred to the Executive Committee with power to act within the budget figure of $1,804,696.00 on condition that the appropriation for Howard University recommended by the Bureau of the Budget is passed by Congress. The Executive Committee is hereby empowered to revise this budget downward if necessary.

BUILDINGS AND GROUNDS COMMITTEE:

16. The Committee on Buildings and Grounds submitted the following report and recommendation:

President Johnson reported to the Committee that the present enrollment at the University had caused the building program to be reconsidered with renewed representations to the government for additional dormitories, an auditorium, and appropriate housing for Dentistry and for the College of Engineering and Architecture.

Special projects before the Buildings and Grounds Department which have already been approved by the Executive Committee and the Finance Committee include removal of the south end of Miner Hall at an estimated cost of $7,000, a new roof for the gymnasium at an estimated cost of $6,500, and installation of a soda fountain on the south side of the Home Economics building at an estimated cost of $15,000. It is the plan to finance these projects from funds already in the budget. The soda fountain will represent a cost that will have to be written off from receipts over a period of years.

President Johnson reported to the committee that a classification survey of all non-teaching employees had been made during the past year which indicated that salaries for non-teaching employees are about $70,000 less than the minimum which similar positions pay in the government service. He reported also that there are in the current budget a large number of positions in the non-teaching services particularly in need of salary increases that amount at the present time to about $14,000.00.

RECOMMENDATIONS:

(1) That there be forwarded to the Federal Security Agency and the Bureau of the Budget the report of the classification survey with request for approval for the additional money for salary increases and for annual increments to salaries in the non-teaching positions.

(2) That the Finance Committee and the Board of Trustees include in the current budget salary increases for as many persons as possible in the lower income brackets, particularly in Buildings and Grounds Department, and in similar services as a partial compensation for increased living costs, even if income for this purpose approaching $14,000 may not appear immediately available.

Upon motion, the above recommendations were approved.

NOMINATION AND ELECTION OF TRUSTEES

17. The Committee on Nominations submitted the following letter of resignation from Mr. Charles P. Taft:

"Department of State
"Washington
"March 19, 1945

"Dear President Johnson:

"I have your letter of March 12th.

"If I thought my absence from the Board was only temporary, I would certainly wish to reconsider. But, as long as I am in Washington, I know that I shall be ever busier than I have been; and when I once get back to Cincinnati I am afraid that attendance at board meetings will become ever more impossible.

"I think, therefore, you had better take this as a resignation, effective at the time of the new election, in April.

"Sincerely yours,

"Charles P. Taft
"Special Assistant to the
"Assistant Secretary of State"

Upon motion, it was voted to accept this resignation with an expression of regret, and the Secretary of the University was directed to convey to Mr. Taft this expression of the Board of Trustees of Howard University.

18. The Committee nominated the following members of the Class of 1945 to succeed themselves:

Dr. Louise C. Ball
Dr. George W. Coleman
Mr. George W. Crawford
Dr. Charles H. Garvin
Mr. Faburne D. DeFrantz
Dr. Guy B. Johnson

To fill the place of Mr. Charles P. Taft, the Committee nominated Dorothy Canfield Fisher, author, of Arlington, Vermont.

From the three persons nominated by the Alumni for Alumni Trustee to succeed Mr. W. Justin Carter, whose term expired in 1945, the Committee nominated Mr. W. Justin Carter to succeed himself.

Upon motion, the above nominees were elected members of the Board of Trustees of Howard University.

COMMITTEE ON DEGREES:

19. The Committee on Degrees nominated the following persons to receive

honorary degrees at the commencement on June 8, 1945:

Mr. Louis C. Crampton, Lawyer, former representative in Congress, Circuit Judge, to receive the degree of Doctor of Laws.

Dr. Benjamin E. Mays, President of Morehouse College, to receive the degree of Doctor of Divinity.

Paul Robeson, distinguished Actor and Singer, to receive the degree of Doctor of Letters.

Upon motion, the above nominations for honorary degrees were approved.

COMMITTEE ON INSTRUCTION AND RESEARCH:

20. The Committee on Instruction and Research submitted the following:

(1) The Board of Trustees of Howard University acknowledges receipt of the memorandum presented by the Howard University Branch, Local 10, United Federal Workers of America, C.I.O.

(2) The Board of Trustees of Howard University is not unfavorable to labor unions. There are fundamental matters in relation to the request, however, which require more thorough study than the Board is able to give them at the budget-making meeting in April.

(3) The President of the University is authorized to proceed with such a study and bring the conclusions of the same, with recommendations, to the attention of the policy-making meeting of the Board of Trustees in October when a definite decision will be made.

(4) Meanwhile, the President of the University will receive and consider any proposals regarding the employee-administration relations which this organization or any organization representing the employees of Howard University may wish to make on their behalf.

Upon motion, the above statement was approved, said statement to be forwarded to the Howard University Branch, Local 10, United Federal Workers of America, C.I.O. in reply to their request for recognition.

21. The President presented to the Committee the classification survey of Howard University non-teaching employees made by Mr. John Harvey on December 21, 1944.

"This survey covered 306 positions. The allocations found to be appropriate reveal the following facts as to basic salaries paid in comparison with those that would apply under the compensation schedules prescribed by the Classification Act, as amended:

"In 246 (80%) of the 306 positions studied the salaries are less than the minimum rates of ranges established for the grades assigned them, in varying amounts up to $900 and averaging $200.

"In 58 (about 19%) of the positions the salaries paid are within the established ranges for the grades assigned them;

"Only two positions have salaries in excess of the maximum rates of the

grades indicated for them."

It is therefore recommended that the Board of Trustees authorize the President to present this classification survey to the Federal Security Administrator and to the Bureau of the Budget with the request that the Government assist Howard University in establishing basic salaries for these employees comparable to those set forth in this survey as those provided under the Compensation Act as amended, with an ingrade advancement system similar to that prevailing under the Compensation Act.

Upon motion, the above recommendation was approved.

RECOMMENDATIONS:

22. That all reappointments, new appointments, salary increases, advances in rank, retirements, reinstatements, leaves of absence and terminations of employment be approved as provided for in the budget.

Upon motion, this recommendation was approved.

COLLEGE OF LIBERAL ARTS:

23. That Mary A. Fitch, Professor of Botany, who shall attain the age of sixty-five prior to June 30, 1945, be retired on June 30, 1945 Professor Emeritus in conformity with University tenure regulations, and that the Secretary of the University be authorized to convey to Dr. Fitch an expression of grateful appreciation by the Board of Trustees of Howard University for her long years of faithful and efficient service to the University.

Upon motion, this recommendation was approved.

24. That the appointment of Lillian G. Dabney, temporary Instructor in Education for the academic year 1944-45, terminate on June 30, 1945, in conformity with the terms of her appointment which read: "That Lillian G. Dabney be appointed temporary Instructor in Education for the academic year 1944-45, vice Assistant Professor Thomas J. Anderson, whose leave of absence has been extended to July 1, 1945, at a salary of $1,800 for the year, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1945."

Upon motion, this recommendation was approved.

25. That the appointment of Leonard Z. Johnson, part-time Professor of English (two-thirds) for the academic year 1944-45, terminate on June 30, 1945, in conformity with the terms of his appointment which read: "That Leonard Z. Johnson be reappointed part-time Professor of English (two-thirds) for the academic year 1944-45 at a salary of $2,666.66 for the year, subject to any and all reductions; this appointment to terminate automatically June 30, 1945."

Upon motion, this recommendation was approved.

26. That the appointment of Merze Tate, full-time Associate Professor of History for the Winter and Spring Quarters of the current academic year 1944-45, terminate on June 30, 1945, in conformity with the terms of her appointment which read: "That Merze Tate, now Associate Professor (two-thirds) of History be appoint-

ed full-time Associate Professor of History for the Winter and Spring Quarters of the current academic year beginning December 23, 1944 and automatically expiring June 30, 1945, at a basic annual salary rate of $3,000, subject to any and all reductions."

Upon motion, this recommendation was approved.

27. That the appointment of James Theodore Chambers, Instructor and Coach in Physical Education for Men for the academic year 1944-45, terminate on June 30, 1945, in conformity with the terms of his appointment which read: "That James Theodore Chambers, A.B., Howard University, 1923; M.Ed., University of Pittsburgh, 1936, be appointed Instructor and Coach in Physical Education for Men, for the academic year 1944-45, at a basic salary of $2,400, subject to any and all reductions; this appointment to terminate automatically June 30, 1945."

Upon motion, this recommendation was approved.

28. That the appointment of Erika Thimey, part-time Instructor in Physical Education for Women for the academic year 1944-45, terminate on June 30, 1945, in conformity with the terms of her appointment which read: "That Erika Thimey be appointed part-time Instructor in Physical Education for Women for the academic year 1944-45, at a salary of $1,200 for the year, subject to any and all reductions; this appointment to end automatically June 30, 1945."

Upon motion, this recommendation was approved.

29. That the appointment of Geddes W. Rutherford, full-time Professorial Lecturer in Political Science for the academic year 1944-45, terminate on June 30, 1945, in conformity with the terms of his appointment which read: "That Geddes Rutherford, A.B., University of Missouri; A.M., Harvard University, be appointed full-time Professorial Lecturer in Political Science for the academic year 1944-45, vice Ralph J. Bunche, in part, at an annual basic salary of $3,000, subject to any and all reductions; this appointment to begin September 1944 and to terminate automatically June 30, 1945.

Upon motion, this recommendation was approved.

30. That the appointment of Eunice Day Justiniani, temporary Instructor in French and Spanish for the academic year 1944-45, terminate on June 30, 1945, in conformity with the terms of her appointment which read: "That Eunice Day Justiniani be reappointed temporary Instructor in French and Spanish for the academic year 1944-45, in lieu of Ben F. Carruthers, who is requesting leave of absence, without pay, at an annual salary of $1,800, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1945."

Upon motion, this recommendation was approved.

31. That the appointment of Marion Elizabeth Carter, Instructor, pro tempore, in French, for the academic year 1944-45, terminate on June 30, 1945, in conformity with the terms of her appointment which read: "That Marion Elizabeth Carter, A.B., A.M., be reappointed Instructor, pro tempore, in French, for the academic year 1944-45, at an annual salary of $2,000.00, subject to any and all reductions; this appointment to terminate automatically June 30, 1945."

Upon motion, this recommendation was approved.

32. That the appointment of J. Sidney Slotkin, Assistant Professor of Sociology for the academic year 1944-45, terminate on June 30, 1945, in conformity with the terms of his appointment which read: "That J. Sidney Slotkin, A.B., 1934; A.M., 1935, Ph.D., University of Chicago, be appointed Assistant Professor of Sociology for the academic year 1944-45, vice William O. Brown, on leave, at a salary of $2,500.00, subject to any and all reductions; this appointment to terminate automatically June 30, 1945."

Upon motion, this recommendation was approved.

33. That authorization be given for the appointment of a stenographer-clerk in the office of the Dean of the College of Liberal Arts for the academic year 1945-46, to fill the vacancy created by the resignation of Rosa B. Nichols, at a salary of $1,620, an increase of $120, subject to any and all reductions; this appointment to begin July 1, 1945, and to terminate automatically June 30, 1944.

Upon motion, this recommendation was approved.

34. That authorization be given for the appointment of an instructor in the Department of Botany for the academic year 1945-46, to fill the vacancy created by the retirement of Mary A. Fitch, at a salary of $2,000, subject to any and all reductions.

Upon motion, this recommendation was approved.

35. That authorization be given for the appointment of a full-time clerk in the Department of Sociology for the academic year 1945-46, to fill the vacancy created by the resignation of Datie Mae Bridgeforth, part-time clerk, at a salary of $1,440, an increase of $840, , subject to any and all reductions.

Upon motion, this recommendation was approved.

36. That authorization be given for the appointment of an associate professor of home economics, at a salary of $3,000, subject to any and all reductions; this appointment to begin September 1, 1945. (Name to be submitted later)

Upon motion, this recommendation was approved.

37. That Esther J. Dyson, S.B., 1940, West Virginia State College; M.S., 1944, University of Michigan, who served as temporary instructor in Physical Education for Women during the Winter and Spring Q uarters, 1945, be appointed Instructor in Physical Education for Women for the academic year 1945-46, at a salary of $1,800, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was approved.

38. That Jean B. Jennifer, S.B., 1937, Howard University; S.M., 1941, Wellesley University, be appointed Instructor in Physical Education for Women for the academic year 1945-46, at a salary of $1,800, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

39. That authorization be given for the appointment of an associate professor and coach in Physical Education for Men at a salary of $3,500; this appointment to begin September 1, 1945. (Name to be submitted later)

Upon motion, this recommendation was approved.

40. That authorization be given for the appointment of an associate professor and coach in Physical Education for Men at a salary of $3,000; this appointment to begin September 1, 1945. (Name to be submitted later)

Upon motion, this recommendation was approved.

41. That authorization be given for the appointment of an assistant professor of sociology at a salary of $2,500; this appointment to begin September 1, 1945. (Name to be submitted later)

Upon motion, this recommendation was approved.

SCHOOL OF MUSIC:

42. That the appointment of Mr. Carl Robinson shall expire on June 30, 1945, in conformity with the terms of his appointment which read:

> "In view of satisfactory services, Carl Robinson, Mus.B., 1925, Northwestern University, 4907 Just Street, N.E., now serving under appointment as Instructor in School Music at a salary of $525 per year for the period beginning September 1, 1944, automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

43. That another staff member be added to the School of Music, under the regulation of the University concerning tenure, beginning July 1, 1945, automatically expiring June 30, 1946, at a salary of $1,440 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

44. That Robert Todd Duncan, Assistant Professor of Voice, 1600 T Street, N.W., be granted a leave of absence, without pay, for the period beginning September 1, 1945, automatically expiring June 30, 1946.

Upon motion, this recommendation was approved.

45. That Bernard Lee Mason, Mus.B., 1933, special study, 1939-40, Oberlin Conservatory of Music; candidate for Master of Music degree, June, 1945, University of Michigan, be appointed Assistant Professor of Band Instruments under the regulation of the University concerning tenure, at a salary of $2,900 per year, for the period beginning September 1, 1945, automatically expiring June 30, 1947, subject to any and all reductions.

Upon motion, this recommendation was approved.

DEAN OF WOMEN:

46. That Mrs. Dorothy D. Penn, 1340 Kenyon Street, N.W., Washington, D.C., whose temporary appointment for two months in the office of the Dean of Women expired March 31, 1945, be re-appointed for another period of two months, April 1, 1945 to May 31, 1945, inclusive, when it will automatically expire; the basic salary being the same, $120 per month with any and all reductions.

Upon motion, this recommendation was approved.

47. That Miss Ruth Bret, North Carolina, be appointed Counsellor to Off Campus women and Director of Clark Hall for a term of twelve months at a salary of $3,000, maintenance to be deducted, and subject to any and all future reductions, and providing one month's vacation. This appointment to begin July 1, 1945 and to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

COMMITTEE ON THE SCHOOL OF LAW:

The Committee on the School of Law submitted the following recommendation:

48. That all reappointments, new appointments, salary increases, advances in rank, retirements, reinstatements, leaves of absence and terminations of employment be approved as provided for in the budget.

Upon motion, this recommendation was approved.

COMMITTEE ON THE SCHOOL OF MEDICINE:

The Committee on the School of Medicine submitted the following recommendations:

49. That all reappointments, new appointments, salary increases, advances in rank, retirements, reinstatements, leaves of absence and terminations of employment be approved as provided for in the budget.

Upon motion, this recommendation was approved.

COLLEGE OF MEDICINE:

50. That the tuition fee in the College of Medicine be increased from $250.00 a year to $315.00 a school year of nine months, effective with the Autumn Quarter 1945.

Upon motion, this recommendation was approved.

51. That Mrs. Josephine G. Morton, 1918 17th St., N.W., be reappointed Medical Librarian, full-time, at a salary of $2,000.00 per annum (representing an increase of $300.00 per annum over her current salary of $1,700.00), this salary increase to be retroactive to July 1, 1944, subject to any and all future reductions, beginning July 1, 1945, and automatically expiring on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

Upon motion, this recommendation was approved.

52. That Dr. Roscoe L. McKinney, Professor of Anatomy, without term, be granted an increase in salary from $4,500.00 per annum to $5,200.00 per annum (an increase of $700.00 per annum), retroactive to July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

53. That Dr. W. Montague Cobb, 1221 Girard St., N.W., now serving an appointment as Professor of Anatomy, without term, full-time, be granted an increase in salary from $4,500.00 per annum to $5,200.00 per annum (representing an increase of $700.00), retroactive to July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

54. That Dr. M. Wharton Young, 3230 Park Place, N.W., now serving an appointment as Associate Professor of Anatomy, full-time, without term, be granted an increase in salary from $4,100.00 per annum to $4,500.00 per annum (representing an increase of $400.00), retroactive to July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

55. That Dr. Ruth Smith Lloyd, 1409 Kearney Street, N. E., now serving an appointment as Instructor in Anatomy, full-time, the appointment to expire on June 30, 1946, be granted an increase in salary from $2,600.00 per annum to $2,900.00 per annum (representing an increase of $300.00), retroactive to July 1, 1944, subject to any and all future reductions.

Upon motion, this recommendation was approved.

56. That Dr. Monroe G. Gregory, 1719 2nd Street, N. W., be reappointed Assistant in Anatomy, full-time, at a salary of $1,440.00 per annum (representing an increase of $240.00 over his current salary of $1,200.00; this salary increase to be retroactive to July 1, 1944, subject to any and all future reductions, beginning July 1, 1945 and expiring automatically on June 30, 1946, with the understanding that -

During the period of this appointment, the appointee shall be available for duty for eleven months.

Upon motion, this recommendation was approved.

57. That the salary of Dr. Paul B. Cornely, Associate Professor of Preventive Medicine and Public Health, be increased from $3,900.00 per annum to $4,500.00 per annum, subject to any and all future reductions (representing an increase $600.00 in his basic salary), retroactive to July 1, 1944, and that he be paid an additional sum of $700.00 per annum for additional duties and services rendered as Head of the Department of Bacteriology, Preventive Medicine and Public Health, vice Dr. H. A. Poindexter, now on military leave, retroactive to July 1, 1944, such additional payment to continue in effect so long as Dr. Cornely continues as Head of the Department of Bacteriology, Preventive Medicine and Public Health.

Upon motion, this recommendation was approved.

58. That Dr. Ruth E. Moore, 1858 California Street, N. W., now serving an appointment as Assistant Professor of Bacteriology, full-time, the appointment to expire on June 30, 1947, be granted an increase in salary from $3,300.00 to $3,600.00 per annum (representing an increase of $300.00), retroactive to July 1, 1944 and subject to any and all reductions.

59. That Dr. Arthur H. Webb, 1526 Corcoran Street, N.W., be reappointed Instructor in Bacteriology, full-time, for one year, at a salary of $2,900.00 per annum (representing an increase of $300.00 over his current salary of $2,600.00 per annum), retroactive to July 1, 1944, subject to any and all reductions; this reappointment beginning July 1, 1945 and automatically expiring on June 30, 1946, with the understanding that -

The appointee shall be available for service for eleven months during the period of this appointment.

Upon motion, this recommendation was approved.

60. That Mr. Dewey E. Puckett, 3525 New Hampshire Avenue, N. W., be reappointed Assistant in Bacteriology, Preventive Medicine and Public Health, full-time, at a salary of $2,000.00 per annum (representing an increase of $200.00 over his current salary of $1,800.00), retroactive to July 1, 1944, subject to any and all future reductions; this appointment beginning July 1, 1945 and to expire automatically on June 30, 1946, with the understanding that -

The appointee shall be available for service for eleven months during the period of this appointment.

Upon motion, this recommendation was approved.

61. That Dr. Vernon A. Wilkerson, Professor of Biochemistry, full-time, without term, be granted an increase in salary from $4,500.00 to $5,200.00 per annum (representing an increase of $700.00), retroactive to July 1, 1944, subject to any and all future reductions.

Upon motion, this recommendation was approved.

62. That Dr. Lloyd H. Newman, Associate Professor of Biochemistry, full-time, without term, be granted an increase in salary from $3,500.00 to $4,000.00 per annum (representing an increase of $500.00), retroactive to July 1, 1944, subject to any and all future reductions.

Upon motion, this recommendation was approved.

63. That Dr. Justin M. Hope, 211 Elm Street, N. W., now serving an appointment as Assistant Professor of Neurology and Psychiatry, full-time, the appointment to expire on June 30, 1947, be granted an increase in salary from $3,600.00 to $3,800.00 per annum (representing an increase of $200.00), retroactive to July 1, 1944, subject to any and all future reductions.

Upon motion, this recommendation was approved.

64. That Dr. Riley F. Thomas, 1326 Girard Street, N. W., now serving an appointment as Assistant Professor of Internal Medicine, full-time, the appoint-

ment to expire automatically on June 30, 1946, be granted an increase in salary from $3,600.00 to $3,800.00 per annum (representing an increase of $200.00), retroactive to July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

65. That Dr. Ernest Y. Williams, 1747 First Street, N. W., now serving an appointment as Assistant Professor of Neurology and Psychiatry, full-time, the a ppointment to expire automatically on June 30, 1946, be granted an increase in salary from $3,600.00 to $3,800.00 per annum (representing an increase of $200.00), retroactive to July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

66. That Dr. Robert S. Jason, Professor of Pathology, without term, full-time, be granted an increase in salary from $4,500.00 to $5,200.00 per annum (representing an increase of $700.00 per annum), retroactive to July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

67. That Dr. Augustus C. Webb, now serving an appointment as Assistant Professor of Pathology, the appointment to expire on June 30, 1947, be granted an increase in salary from $3,200.00 to $3,600.00 per annum (representing an increase of $400.00), retroactive to July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

68. That Dr. Henry F. Douglass, now serving an appointment as Instructor in Pathology, full-time, the appointment to expire on June 30, 1946, be granted an increase in salary from $2,400.00 to $2,700.00 per annum (representing an increase of $300.00), retroactive to July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

69. That Dr. Arnold H. Maloney, Professor of Pharmacology, without term, full-time, be granted an increase in salary from $4,500.00 to $5,200.00 per annum (representing an increase of $700.00 per annum), retroactive to July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

70. That Dr. Walter M. Booker, 1427 Jackson Street, N.E., now serving an appointment as Instructor in the Department of Pharmacology, full-time, the appointment to expire on June 30, 1945, be reappointed with a promotion in rank to Assistant Professor of Pharmacology, full-time, at a salary of $3,200.00 per annum (representing an increase of $591.00 over his current salary of $2,609.00, retroactive to July 1, 1944), subject to any and all reductions, for two years, beginning July 1, 1945, and automatically expiring on June 30, 1947, with the understanding that -

The appointee will be available for duty for eleven months during each year of the period of this appointment.

Upon motion, this recommendation was approved.

71. That Dr. Joseph L. Johnson, Professor of Physiology, without term, full-time, be granted an increase in salary from $5,000.00 to $5,200.00 per annum (representing an increase of $200.00), retroactive to July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

72. That Dr. Charles Prudhomme, 1752 17th Street, N. W., be reappointed Instructor in Physiology, full-time, for two years, at a salary of $2,900.00 per annum (representing an increase of $300.00 over his current salary of $2,600.00, retroactive to July 1, 1944), subject to any and all reductions, beginning July 1, 1945 and expiring automatically on June 30, 1947, with the understanding that -

1. The appointee shall be available for duty for eleven months during each year of the period of this appointment.

2. During the period of this appointment, the appointee shall not engage in the practice of medicine.

Upon motion, this recommendation was approved.

73. That Dr. James R. Laurey, 1326 Girard Street, N. W., now serving an appointment as Associate Professor of Thoracic Surgery, full-time, the appointment to expire automatically on June 30, 1946, be granted an increase in salary from $4,000.00 to $4,500.00 per annum (representing an increase of $500.00), retroactive to July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

74. That Dr. Calvin D. LeCompte, 305 T Street, N. W., now serving an appointment as Assistant Professor of Anesthesia, full-time, the appointment to expire automatically on June 30, 1947, be granted an increase in salary from $3,000.00 to $3,500.00 per annum (representing an increase of $500.00), retroactive to July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

75. That Mrs. Evelyn H. Shufford, 4236 South Dakota Avenue, N.E., be reappointed Assistant Anesthetist, full-time, at a salary of $2,000 per annum (representing an increase of $320.00 over her current salary of $1,680.00, retroactive to July 1, 1944), subject to any and all reductions, beginning July 1, 1945, and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

76. That Mrs. Daisy E. Corprew, 1837 Vernon Street, N. W., be reappointed Assistant Anesthetist, full-time, at a salary of $2,000.00 per annum (representing an increase of $320.00 over her current salary of $1,680.00, retroactive to July 1, 1944), subject to any and all reductions, beginning July 1, 1945 and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve

months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

77. That Dr. Edward L. Davis, 4923 Just Street, N. E., be reappointed University Physician, full-time, at a salary of $3,200.00 per annum (representing an increase of $591.00 over his current salary of $2,609.00, ~~retroactive to July 1, 1944~~), subject to any and all future reductions, beginning July 1, 1945 and expiring automatically on June 30, 1946.

Upon motion, this recommendation was approved.

78. That the persons listed herein be nominated by the Board of Trustees of Howard University for appointment by the Federal Security Administrator as Internes in the Freedmen's Hospital:

1. Bass, Andrew H. ..... Howard University
2. Bomar, Wirrion L. ..... Howard University
3. Capps, John ..... Howard University
4. Carter, Simon ..... Howard University
5. Davis, T. Wilkins ..... Howard University
6. Graves, Beverly ..... Howard University
7. Hackney, James ..... Howard University
8. Jenkins, John ..... Howard University
9. McKnight, Herbert ..... Howard University
10. Pogue, William ..... Howard University
11. Randall, Frederick ..... Howard University
12. Rodriguez, Raimundo ..... Howard University
13. Sheppard, O'Donald ..... Howard University
14. Waters, John ..... Howard University
15. Williams, Joshua ..... Howard University
16. Wilkins, Warren ..... Howard University

The appointment of the above listed internes to begin October 1, 1945, and to expire automatically on June 30, 1946.

Upon motion, this recommendation was approved .

79. That the physicians listed herein be nominated by the Board of Trustees of Howard University for appointment by the Federal Security Administrator to the position on the Medical Staff of the Freedmen's Hospital indicated after the name. The appointment in each case to begin July 1, 1945, and to expire automatically on June 30, 1946:

THE FREEDMEN'S HOSPITAL MEDICAL STAFF

DEPARTMENT OF MEDICINE

Chief Physician - John B. Johnson

Internal Medicine

Physicians:
Riley F. Thomas
James L. Hall

Assistant Physicians:
Norman W. Harris
Harry L. Pelham
Edward C. Mazique
Robert Nelson
Edward L. Davis
Kelley Brown

Junior Assistant Physician:
Donald Keller

Pediatrics

Pediatrician:
Alonzo deG. Smith

Associate Pediatrician:
Roland B. Scott

Assistant Pediatricians:
W. Warrick Cardoza
Pinyon L. Cornish

Junior Assistant Pediatricians:
Arthur D. Carr
George L. Johnson
Henry M. Ladrey
Ethel M. Sutton
James H. Carpenter

Tuberculosis

Chief Physician:
Howard M. Payne

Physician:
K. Albert Harden

Associate Physician:
Wilder P. Montgomery

Assistant Physicians:
Aubrey C. Lindo
Thomas A. Williston
Sterling M. Lloyd

Dermatology and Syphilology

Dermatologist and Syphilologist:
Charles Wendell Freeman

Assistant Dermatologists and Syphilologists:
Peter D. Johnson
Jocelyn Mitchell
John C. Payne
Henry H. Hazen

Radiology

Radiologist:
Charles H. Kelley

Associate Radiologist:
John W. Lawlah

Neurology and Psychiatry

Neurologist and Psychiatrist:
E. Y. Williams

Associate Neurologist and Psychiatrist:
Justin M. Hope

Junior Assistant in Neurology and Psychiatry:
Aubrey Willacy
Claude Carmichael

Assistant Psychologist:
Astrea S. Campbell

DEPARTMENT OF SURGERY

Chief Surgeon - Charles R. Drew

General Surgery

Surgeons:
Hartford R. Burwell
James R. Laurey

Associate Surgeons:
Burke Syphax
Clarence S. Greene

Assistant Surgeons:
Julia D. Brown
Samuel L. Bullock

Junior Assistant Surgeons:
Benjamin A. Gray
John C. Oliver

Urology

Urologist:
R. Frank Jones

Associate Urologist:
Paul E. Piper
Kline A. Price

Assistant Urologists:
Albert R. Hughes
Ogban N. Simmons
Elmore C. Wiggins

Pediatry

Alec Levin

Orthopedic Surgery

Orthopedic Surgeon:
Julius Neviaser

Associate Orthopedic Surgeon:
Henry S. Robinson

Assistant Orthopedic Surgeons:
Kenneth G. Brown
Edward S. Jones

Junior Assistant Orthopedic Surgeons:
William S. Hudson
Grant Lucas

Otolaryngology

Otolaryngologist:
Ulysses L. Houston

Associate Otolaryngologists:
Joseph F. Dyer
Donald McC. Harper

Assistant Otolaryngologists:
Ira Warf
Ralph Wright

Ophthalmology

Ophthalmologist:
Edwin J. Watson

Associate Ophthalmologists:
Merrill H. Curtis
James C. Dowling

Assistant Ophthalmologists:
Claude L. Cowan
Walter S. Savoy
Lester M. Archambeau
Theodore George

Anaesthesia

Anesthetist:
Calvin B. LeCompte

Assistant Anesthetists:
Evelyn H. Shufford
Daisy L. Corprew

Oral Surgery

Oral Surgeon:
John A. Turner

Assistant Oral Surgeons:
Raymond L. Hayes
Roland A. Groomes
Robert C. McMurdock
Norris H. Atkins

DEPARTMENT OF OBSTETRICS AND GYNECOLOGY

Chief Obstetrician and Gynecologist -- Julian W. Ross

Obstetrics

Obstetrician:
Thomas C. Simmons

Associate Obstetricians:
Roland H. Bruner
William G. Lofton

Assistant Obstetricians:
Lionel H. Maloney
William B. Russell
Simeon A. T. Austin
Alvin F. Robinson
James E. Roberts

Assistant in Obstetrics:
Alvin Thornton
Coleridge M. Gill

Gynecology

Gynecologist:
Samuel LeCount Cook

Associate Gynecologists:
Joseph E. Trigg
William C. McNeill

Assistant Gynecologists:
William B. Russell
Thomas C. Simmons
Simeon A. T. Austin
Alvin F. Robinson
James E. Roberts

Assistants in Gynecology:
Laura A. Killingsworth
Alvin Thornton
Coleridge M. Gill
James O. Miles

DEPARTMENT OF PATHOLOGY

Pathologist:
Robert S. Jason

Assistant Pathologist:
Augustus C. Webb

DEPARTMENT OF BACTERIOLOGY

Bacteriologist:
Ruth E. Moore

DEPARTMENT OF BIOCHEMISTRY

Biochemist:
Vernon A. Wilkerson

DEPARTMENT OF PHARMACOLOGY

Pharmacologist:
Arnold H. Maloney

DEPARTMENT OF PHYSIOLOGY

Physiologist:
Joseph L. Johnson

THE CONSULTING STAFF

Thoracic Surgery:
David Davis

Oral Surgery:
Sterling V. Meade

Upon motion, this recommendation was approved.

80. That the new agreement with the Federal Security Agency and Howard University with regard to relation with Freedmen's Hospital be approved. The agreement is as follows:

January 1, 1945

COOPERATIVE AGREEMENT FOR THE MANAGEMENT
AND OPERATION OF THE FREEDMEN'S HOSPITAL

In furtherance of the cooperative arrangement for the mutual benefit of

Howard University and the Freedmen's Hospital. as set forth in the agreement of October 27, 1939, the said agreement is amended as follows:

1. The Board of Trustees of Howard University shall furnish all professional care of patients in Freedmen's Hospital (excepting the private patients of courtesy staff physicians and dentists), including the services of medicine, surgery, obstetrics, gynecology, pediatrics, dentistry, and all branches of medical care, as well as the work in anesthesia, roentgenology, pathology, and other laboratory work contributory to the medical care of patients.

2. In order to meet this requirement, the President and Trustees of Howard University shall nominate for appointment by the Federal Security Administrator, after approval by the Superintendent of Freedmen's Hospital, all members of the professional staff of the Freedmen's Hospital (but exclusive of the nursing staff); namely, the attending physicians staff, the residents and internes staff, the consulting physicians staff, and all replacements and all additional professional appointments in anesthesia, roentgenology, and pathology and other laboratory services. The salaries of members of the professional staff so nominated by Howard University shall be paid by Howard University except for that portion of the salaries of residents and internes now paid by Freedmen's Hospital.

3. Membership on the courtesy staff of the Hospital, composed of those members of the medical and dental professions who are not members of the professional staff provided for in Section 2, but who desire to treat patients in the Hospital, subject to the rules and regulations thereof, may be had upon approval of the Administrator of the Federal Security Agency. Applications for such membership shall be forwarded to the Superintendent of the Hospital, and upon his recommendation and the voted endorsements of the Executive Committee of the staff of the Hospital, they shall be forwarded by the Superintendent of the Hospital for the approval of the Administrator of the Federal Security Agency.

4. The professional staff nominated by Howard University and approved by the Administrator of the Federal Security Agency shall be organized along the lines generally accepted in approved teaching hospitals.

5. There shall be an Executive Committee of the staff of Freedmen's Hospital, to consist of the Chief of Staff as Chairman, the heads of the departments of medicine, surgery, and obstetrics and gynecology of the Hospital, the professor in charge of pediatrics in the Hospital, and ex-officiis, the Superintendent of Freedmen's Hospital and the Dean of the School of Medicine of Howard University. Under the general direction and supervision of the Superintendent, it shall be the duty of the Executive Committee to establish professional policies (except for nursing) and to coordinate the professional activities of the various departments of Freedmen's Hospital, as supplied by Howard University.

6. The President and Trustees of Howard University shall nominate for appointment by the Administrator of the Federal Security Agency a member of the professional staff of Freedmen's Hospital as Chief of Staff, who shall serve as Chairman of the Executive Committee of the Hospital. He shall act as the liaison officer of the School of Medicine of Howard

University and as such shall coordinate the educational and professional activities of the Hospital with the educational program of the School of Medicine.

7. All officers and members of the staff herein provided for shall be governed by the rules and regulations of Freedmen's Hospital, as approved by the Administrator of the Federal Security Agency.

8. The title of the responsible head of the Freedman's Hospital shall be "Superintendent". The Superintendent shall be responsible to the Administrator of the Federal Security Agency, through the Surgeon General of the Public Health Service, for the administration of the Hospital. He shall nominate for appointment by the Administrator of the Federal Security Agency all officers and other personnel not included in the provisions of Sections 2, 3, and 5; and he shall have the general direction of all divisions, and of all personnel engaged in the work of the Hospital. He shall see that all laws, rules, regulations, and discipline approved by the Administrator of the Federal Security Agency for the government of all divisions of the Hospital and for the protection of its interests, and not otherwise provided for, are enforced.

9. If at some stage of the execution of this instrument, a question arises involving terms of the Agreement which cannot be resolved by common acquiescense of the two institutions, it shall be nec essary that each side of the question be presented in writing and transmitted through proper channels to the Administrator of the Federal Security Agency for decision.

10. This agreement shall not be construed as discontinuing the employment or altering the civil service status of any present employee of the Freedmen's Hospital.

11. The Medical Council of Freedmen's Hospital which was abolished on October 27, 1939, shall not be re-established.

12. This agreement supersedes the agreement made between the Secretary of the Interior and the President of Howard University under date of October 27, 1939.

13. This agreement may be modified or altered or abrogated at any time by the mutual consent of the contracting parties or their successors in office.

Trustees of Howard University

By: Mordecai W. Johnson
President of Howard University

United States Public Health Service

By: Thomas Parran
Surgeon General

Approved:

Paul V. McNutt
Administrator, Federal Security Agency

Date: _____

Upon motion, this recommendation was approved.

COLLEGE OF DENTISTRY:

81. That the tuition fee in the College of Dentistry be increased from $175.00 a year to $225.00 a school year of nine months, effective beginning with the Autumn quarter 1945.

Upon motion, this recommendation was approved.

82. That the persons listed herein be nominated by the Board of Trustees of Howard University for appointment by the Federal Security Administrator on the Oral Surgery Staff of Freedmen's Hospital for the school year 1945-46:

John A. Turner, D.D.S., B.S., M.A.
(Chief Oral Surgeon)

Raymond L. Hayes, A.B., D.D.S., M.Sc.
(Associate Oral Surgeon)

Roland O. Groomes, D.D.S.
(Assistant Oral Surgeon)

Robert C. McMurdock, D.D.S.
(Assistant Oral Surgeon)

Norris H. Atkins, D.D.S.
(Junior Assistant Oral Surgeon)

Millard R. Dean, D.D.S.
(Junior Assistant Oral Surgeon)

James N. Bowman, D.D.S.
(Junior Assistant Oral Surgeon)

Walter L. Washington, D.D.S.
(Junior Assistant Oral Surgeon)

Gorham C. Fletcher, D.D.S.
(Junior Assistant Oral Surgeon)

William J. Madison, D.D.S., M.Sc.
(Consultant in Periodontia)

Upon motion, this recommendation was approved .

COMMITTEE ON THE SCHOOL OF RELIGION:

The Committee on the School of Religion submitted the following recommendations:

83. That an additional hour of part-time teaching be authorized for Robert W. Brooks during the Spring Quarter 1944-45, at $4.00 an hour, for the purpose of teaching a course in Congregational polity.

Upon motion, this recommendation was approved.

84. That there be authorized the Benjamin E. Mays Educational Prize as "A reward for meritorious research and an acceptable thesis, or competitively for the best essay or thesis." This prize is made possible by the First Baptist Church of Gary, Indiana. The Reverend L. Venchael Booth is the sponsor of the award.

Upon motion, this recommendation was approved.

85. That Leon L. Wright, A.B., 1934; M.A., 1937, Boston University; S.T.B., 1943, Harvard Divinity School; Ph.D. (prospective), June, 1945, Harvard Divinity School, be appointed Assistant Professor of New Testament for a term of two years at a base salary of $3,000.00 per year, subject to any and all reductions, beginning September 1, 1945 and expiring June 30, 1947.

Upon motion, this recommendation was approved.

86. That William A. Banner, B.A., Pennsylvania State College, 1935; B.D., Yale University, 1938; M.A., Harvard University, 1944; Ph.D. (prospective) Harvard University, June, 1945, be appointed Assistant Professor of Church History for a term of two years at a base salary of $3,000.00 per year, subject to any and all reductions, beginning September 1, 1945 and expiring automatically on June 30, 1947.

This recommendation will require a sum of $500 during the years 1945-46 and 1946-47 in addition to that now provided in the budget for Church History.

Upon motion, this recommendation was approved.

87. That Daniel G. Hill, A.B., Lincoln University (Pa.), 1917; B.D., Iliff School of Theology, 1928; M.A., University of Oregon, 1932; M.S.T., Pacific School of Religion, 1935, be appointed Associate Professor of Practical Theology for a term of two years at a base salary of $3,500.00 per year, beginning September 1, 1945 and expiring automatically June 30, 1947.

Upon motion, this recommendation was approved.

88. That Dr. Howard Thurman, Professor of Christian Theology, be granted leave of absence, without pay, during the academic year 1945-46 for the purpose of serving as co-minister of the Fellowship Church of all Peoples in San Francisco, California.

Upon motion, this recommendation was approved.

89. That Melvin H. Watson, 605 Howard Place, N.W., be reappointed Visiting Professor of Christian Theology for a term of one year at a salary of $1,100 per year, beginning September 1, 1945 and expiring automatically June 30, 1946.

Upon motion, this recommendation was approved.

90. That Miss Bessie Helena Mayle, 605 Howard Place, N.W., be reappointed part-time Instructor in Religious Education for a term of one year at a base salary of $1,000.00 (representing an increase of $400.00), subject to any and all reductions, beginning September 1, 1945 and expiring automatically on June 30, 1946.

Upon motion, this recommendation was approved.

91. That the appointment of Miss Bessie Helena Mayle as assistant in the library of the School of Religion shall expire on June 30, 1945 in conformity with the term of her appointment which read: "That Miss Bessie Helena Mayle be reappointed assistant in the library of the School of Religion for the year beginning September 1, 1944, at an annual salary of $600, subject to any and all reductions, this appointment to expire automatically on June 30, 1945."

Upon motion, this recommendation was approved.

92. That William E. Carrington, Assistant Professor of Religious Education, shall be reinstated following his present sabbatical leave of one year for purposes of study, this reinstatement to take effect as of September 1, 1945, and that his annual base salary be $2,900.00 (representing an increase of $400.00).

Upon motion, this recommendation was approved.

93. That Charles C. King, 605 Howard Place, N.W., be reappointed Instructor in Old Testament for a term of two years at a base salary of $2,000.00 per year, subject to any and all reductions, beginning September 1, 1945 and expiring automatically on June 30, 1947.

Upon motion, this recommendation was approved.

94. That Dr. J. Calvin Keene, 10109 Greencock Road, Silver Springs, Maryland, be reappointed Assistant Professor of the History and Philosophy of Religion for a term of ~~four~~ two years at a base salary of $3,200.00 per year, subject to any and all reductions, beginning September 1, 1945 and expiring automatically on June 30, 1947.

Dr. Keene's previous salary has been $3,000.00 a year. It is proposed that $200.00 be added to his annual salary making a total of $3,200.00 per year.

Upon motion, this recommendation was approved.

95. That the appointment of Horace J. Nickols shall expire on June 30, 1945 in conformity with the terms of his appointment which read: "That Horace J. Nickols, 809 Juniper Street, N. W., Takoma Park Station, D. C., be reappointed Visiting Professor of Church History with the rank of Assistant Professor for the year beginning September 1, 1944, at a salary of $2,500.00, subject to any and all reductions; this appointment to expire automatically on June 30, 1945."

Upon motion, this recommendation was approved.

96. That the appointment of J. Leonard Farmer shall expire on June 30, 1945 in conformity with the terms of his appointment which read: "That Dr. J. Leonard Farmer, A.B., S.T.D., Ph.D., Associate Professor of Biblical Interpretation in the School of Religion at Howard University, be reappointed to that position for a period of five years, beginning July 1, 1940 and automatically ending June 30, 1945, at a salary of thirty-one hundred ($3,100.00) dollars a year."

Upon motion, this recommendation was approved.

97. The Board of Trustees unanimously expressed their deep regret that Dr. George W. Coleman had asked to be relieved from membership and the chairmanship of the Executive Committee, but acceded to his request because of his physical inability to serve.

ELECTION OF OFFICERS:

98. Dr. P. B. Young was unanimously re-elected Chairman of the Board of Trustees.

Dr. George W. Coleman was unanimously re-elected Vice-Chairman of the Board of Trustees.

Mr. James M. Nabrit, Jr., was unanimously re-elected Secretary of the University.

Mr. V. D. Johnston was unanimously re-elected Treasurer of the University.

99. The following were elected members of the Executive Committee:

Dr. Jacob Billikopf, Chairman
Mr. W. Justin Carter
Mr. V. B. Deyber
Mr. Lorimer D. Milton
Dr. C. C. Spaulding

BEQUEST OF DR. WILBUR C. GORDON:

100. The Secretary of the University was directed to write a letter to Mrs. Cynthia Bell Gordon of Los Angeles, California, expressing the appreciation of Howard University for the bequest of the late Dr. Wilbur C. Gordon, her husband, and also to express the sympathy of the University at his death.

RESOLUTION

101. The following resolution from the Howard University Club of New York, was presented:

At the recent Charter Day celebration of the Howard University Club of New York, observed on Sunday, March 4, 1945, the following resolution was unanimously passed, and directed to be forwarded as hereinafter set forth:

RESOLVED, that the Howard University Club of New York hereby respectfully requests the Board of Trustees that, in partial recognition of the well merited and conspicuous position which he held among the intellectual leaders of the nation; his unswerving devotion to the welfare of the University for over 40 years; his unsullied character and sterling integrity which made him the beloved inspirer of Negro youth everywhere, and his many other services to the cause of humanity, too numerous to mention, that the Board will, in its post war building program, name and designate one of the first and most important building in honor and memory of the late beloved Dean Kelly Miller, who was, and will continue to be the idol of many generations of Negro students who were privileged to sit at his feet; and be it

further

RESOLVED, that a copy of this resolution be forwarded to the Executive Committee of this club for approval, and if approved that it be requested to sign it; and be it further

RESOLVED, that upon approval of the Executive Committee, a copy be sent to Mr. James M. Nabrit, Secretary of the University, requesting him to present it to the Board at its next meeting; and that a copy be forwarded to the Honorable Myles A. Paige, alumni trustee, urging him to use his good offices in the Board to effect its adoption, and the ultimate consummation of the spirit and purpose of the resolution.

Dated, New York, March 4, 1945

Approved unanimously at a regular meeting of the Executive Committee this 17th day of March, 1945

Naomi S. Richardson
President of the Howard University Club of New York

Jas. T. W. Granady, M.D.
Chairman of the Executive Committee of the Howard University Club of New York

Harriet Kellum
Secretary

J. Carl Canty
Secretary

Upon motion, the above resolution was adopted.

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

HOWARD UNIVERSITY
WASHINGTON, D. C.

OFFICE OF
THE SECRETARY

Copy

June 15, 1945

Dr. Joseph L. Johnson
Head of Department of Physiology
College of Medicine
Howard University

Dear Dr. Johnson:

At the meeting of the Executive Committee of the Board of Trustees of Howard University, on May 18, 1945, several members of the Committee reported that they had received a letter addressed directly to the trustees by Dr. Joseph L. Johnson, Head of the Department of Physiology in the College of Medicine. The Executive Committee instructed the Secretary of the University to write you a letter informing you that they had received your communication but to advise you that, in the future, such communications should be sent to the trustees through the President of the University in accordance with Article 4, Section 1, of the Charter and By-Laws of the University which states, in part:

> "The President of the University shall act as the medium of communication between the trustees and the faculties of the several schools and departments and all other persons in the employ of the University."

The Executive Committee also instructed the Secretary to send a copy of this letter to each of the trustees.

Sincerely yours,

James M. Nabrit, Jr.

James M. Nabrit, Jr.
Secretary

Howard Univ.

May Eleventh
1 9 4 5

TO: The Trustees, Administrative Officers and
Faculty Members of Howard University

I am enclosing copy of the March 1945 University of Chicago Bulletin, and urge that you read the article "The Trustees Take Their Stand."

William V. Morgenstern, an alumnus of the University of Chicago, refers to the statement of the University of Chicago Trustees as a "Remarkable Document." He states: "It is remarkable not only because it is a clear-cut statement of the rights and responsibilities of the faculty, the President, and the Trustees in enabling the University to meet its responsibilities, but even more because of its emphasis on the spirit of progress and pioneering which should animate the University. The language of most trustees and regents is that of caution and reaction; the language of the Board of the University is forthright and liberal."

It is hoped that after the Trustees have reflected upon the action of the University of Chicago Trustees, they will not only have a desire to become acquainted with the problems of Howard University, but will actually take steps to assure themselves of such acquaintance with the facts. It is further hoped that having become acquainted with the problem at Howard University, that the Trustees of Howard University will demonstrate a courage, forthrightness, and liberalism comparable to that of the University of Chicago Trustees.

Howard University is unique in many respects and has a very great responsibility to a large segment of the citizenry of this country, and therefore, the Trustees, President, Faculties and other employees of the University have a great responsibility which should be clearly understood by each. There are certain rights and responsibilities in the formulation of policies and in the functioning of the University which should be recognized by the Trustees as belonging to the Faculties of the University, and which the Trustees should vouchsafe to them.

The Trustees cannot continue much longer in either a one-sided or distorted picture of the functioning of the institution if Howard University is to function effectively in either the present or the envisioned "New World."

As late as October 23, 1944, a committee from the faculty of the College of Medicine appeared before a committee of the Trustees and placed before them among other things the following request:

"That the Trustees set into action at the earliest possible date processes necessary to assure a better working relationship between the Faculty on the one hand and the Administrators and Trustees on the other hand."

As far as I am able to discern no consideration has been given to that request. Yet the need for a thorough investigation and study on the part of the Trustees is vital in all segments of the University.

I am now convinced that the Trustees must assure Howard University of a more effective means of securing the benefits of what its faculties and other employees have to contribute to the progress of the University. I note a widespread dissatisfaction in the University which should be of great concern to the Trustees. If I may be permitted to refer to Howard University as an enterprise, every faculty member has an immeasurable investment in the enterprise and should be regarded and dealt with as a co-partner in the enterprise.

As was done by the Trustees of the University of Chicago, the Trustees of Howard University must provide an adequate means of securing for its deliberations, the views of the Faculties of the University as well as the views of the Administrative Officers. Complete reorganization of the University machinery is essential to future progress. The present plan of dealing with the problems only when they develop into a crisis will lead only to further complications and further crises. An overall study by the Trustees is essential to the development of a plan so very necessary to cover the total situation.

This communication expresses my personal viewpoint for which I assume full and sole responsibility.

Very truly yours,

Joseph L. Johnson

Joseph L. Johnson
Professor of Physiology
Head of Department of Physiology

520 W St. N.W
Washington, D.C.

glg

C O P Y

June 20, 1945

Dear Mr. Robeson:

At the outset, let me tell you how genuinely happy I am that Howard University conferred on you an honorary degree. Your informal talk at Howard was superb!

Several days later I attended the Commencement Day Exercises of the New York School for Social Research and the University in Exile, New York City, of which I am a Trustee. Mr. Alvin Johnson, founder of the school delivered a remarkable address entitled, LIBERAL EDUCATION:FACT AND FICTION. I quote the following which is only one of many striking passages in the speech by one of America's greatest educators:

"A liberal useful for our time recognizes the immense variety of the characters of men making up God's own human cosmos, and is humbly grateful for it. If his skin is white and his eyes are blue he is grateful to God that there are men whose skins and eyes are black. No wise and sensitive man dreams that he can see through his own eyes all that is worth seeing in the cosmos. What is the good of the variety of man, except to extend one's knowledge of the cosmos, one's appreciation of the splendors of the immensity of the world. Lest I be misunderstood, I am not arguing for tolerance. I can't tolerate Madame Chiang Kai Chek, or Gandhi and Nehru, or Paul Robeson. Whom do I think I am, that I should presume to tolerate them? No, I thank God that personalities of such splendor, not of my Nordic blood, are here to make the universe more significant to me."

Hoping that our paths will cross again in the not distant future and with kindest regards,

Cordially yours,

Jacob Billikopf

Mr. Paul Robeson

Howard Univ. Trustee

RECEIVED
SEP 29 1945
Southern Regional Council

Arlington, Vermont
September 25, 1945

Dear Mr. Johnson:

I'm abashed to find that, although I've read your welcoming letter a good many times, I can't be sure that I have thanked you for it. I mean, formally, in a letter. I have sent you many a thought of thanks for your kindness in beckoning me in through the door open to my new opportunity for service with such a pleasant gesture of friendliness.

Yes, I too am looking forward with many anticipations to being one of you at the October meeting.

With every good greeting,

Faithfully yours,

Dorothy Canfield Fisher

July 24, 1945

Mrs. Dorothy Canfield Fisher
Arlington
Vermont

Dear Mrs. Fisher:

I am delighted to learn that you have accepted membership on the Board of Trustees of Howard University. As a fellow trustee, let me welcome you to an interesting job which presents unlimited possibilities for constructive service.

I believe that you will be interested in the Southern Regional Council and what it is trying to do, and so I am taking the liberty of sending you under separate cover some of our publications.

I am looking forward to seeing you at the October meeting of the Board of Trustees of Howard University.

With all good wishes,

Cordially yours,

GUY B. JOHNSON
Executive Director

GBJ:m
Separate cover

#1,2,3,4, 1945, A.the W., Veterans, Frontiers

NOMINATION OF TRUSTEES

CLASS OF 1945

Louise C. Ball, A.B., D.D.S., Ph.D.	New York, N. Y.
George W. Coleman, A.M., LL.D.	Boston, Mass.
George W. Crawford, LL.B.	New Haven, Conn.
Charles H. Garvin, A.B., M.D.	Cleveland, Ohio
Fabian D. DeFrantz	Indianapolis, Ind.
Guy B. Johnson, A.B., A.M., Ph.D.	Chapel Hill, N. C.
Dr. Charles P. Taft	Cincinnati, Ohio

Edgar Wallace Knight, Professor of Education, University of North Carolina, Chapel Hill, N. C.
Lewis Meriam, Institute for Government Research, Brookings Institute, Washington, D. C.
Frederick L. Allen, Editor, Harper's Magazine, New York City
Whitney Marks Seymour, Attorney-at-Law, New York City
Dr. David D. Jones, Bennett College, Greensboro, N. C.
Dr. William Peck, Detroit, Michigan
Dr. A. D. Palmer, Chicago Theological Seminary, Chicago, Illinois
Richard F. Cleveland, Attorney-at-Law, Baltimore, Md.
Captain Edgar Smith
Dr. Gordon B. Hancock, Department of Sociology, Virginia Union University
Mrs. Eleanor Roosevelt, Washington, D. C.
Dr. Benjamin F. Mays, President, Morehouse College
Dr. A. Phillip Randolph, President, Brotherhood of ~~Dining~~ sleeping Car Porters
President F. W. Robinson, Goucher College, Maryland
Mr. M. C. Martin, Cashier, Danville Savings Bank & Trust Co., Danville, Va.
Dr. W. G. Alexander, Orange, New Jersey
Mr. Geo. E. C. Hayes, Attorney for Howard University
Mr. Robert L. Brockenburr, Indianapolis, Ind.
Attorney Claiborne George, Cleveland, Ohio
Attorney Harold E. Bledsoe, Detroit, Mich.
Miss Pearl Buck
Miss Dorothy Canfield Fisher
Miss Lillian E. Smith - Georgia
Mayor Fiorello La Guardia, N.Y.C.

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

OFFICE OF
THE SECRETARY

RECEIVED
SEP 29 1945
Southern Regional Council

September 27, 1945

Dear Dr. Johnson:

At the direction of Dr. P. B. Young, Chairman of the BOARD OF TRUSTEES, I herewith submit to you a list of the STANDING COMMITTEES of the BOARD OF TRUSTEES for 1945-1946.

You will please note your particular assignment.

Sincerely yours,

James M. Nabrit, Jr.
Secretary

ENC: 1
JMN:es

Met Oct. 24, 1946

STANDING COMMITTEES

of The

BOARD OF TRUSTEES

of

HOWARD UNIVERSITY

1945-1946

1.	Executive Committee:	Billikopf, Deyber, Spaulding, Carter, Milton
2.	Finance Committee:	Tobias, Milton, Jones
3.	Buildings and Grounds:	Jones, Brown, Capehart, DeFrantz
4.	Nominations:	Spaulding, Jones, Carter
5.	Degrees:	Crawford, Tobias, Spaulding
6.	Law:	Garrison, Billikopf, Deyber, Paige, Capehart
7.	Medicine:	Murray, Ball, Brown, Hale, Garrison
8.	Religion:	Garvin, Brown, Coleman, Fisher, DeFrantz
9.	Instruction & Research:	Johnson (Guy B.) Reeves, Murray, Garvin, Hale

James M. Nabrit, Jr.

James M. Nabrit, Jr., Secretary

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

OFFICE OF THE PRESIDENT

October Fourteenth

1 9 4 4

Dear Dr. Reeves:

By direction of Dr. Guy B. Johnson, Chairman of the Trustee Committee on Instruction and Research, this Committee is called to meet in the Treasure Room, Founders Library, Howard University, at 9:00 a.m., October 23, 1944. Please advise on the enclosed card whether you can find it possible to meet with the Committee at this time. I greatly hope that you will.

Sincerely yours,

Mordecai W. Johnson

Dr. Floyd W. Reeves
Department of Education
University of Chicago
Chicago 37, Illinois

Please note the luncheon and dinner with members of the faculty and their wives. It will be very pleasant for us all if you can manage to be present at one or both of these occasions.

COPY

Howard U

October 3, 1945

Mr. Richard Walden Hale, Jr.
16 Danville Street
West Roxbury 32
Boston, Massachusetts

Dear Richard Hale:

It is good to have your letter of September 29. Thanks too much for your contribution to the Southern Regional Council, including the mailing list subscription for your friend, Mrs. Linsly R. Williams. We are writing Mrs. Williams a letter today.

For some reason I have not received Dean Thompson's report on the Howard University Graduate School. Some of my mail from Howard University continues to go to my address at Chapel Hill and does not always get forwarded. However, I am sure it was a fine report and I appreciate your splendid letter and memorandum to President Johnson. I am in agreement with the points which you make. Howard has a chance to develop a good graduate school if it will avoid the mistakes which are common in small graduate schools and develop along the lines which you have indicated.

By all means, raise your questions in the Committee on Instruction and Research. We certainly need to let the faculty discuss this matter thoroughly. The President is inclined to let such things ride along and make the decisions himself, so we have to build a fire under him once in a while. When I hear from President Johnson I may write him and suggest that the Deans be invited to our committee meeting and we devote a good deal of the time to a discussion of Dean Thompson's proposals.

I am looking forward to seeing you at the board meeting. I hated to miss the meeting last April.

Cordially yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT

16 Danville Street,
West Roxbury 32,
Boston, Mass.

September 29, 1945.

Dr. Guy Johnson,
Southern Regional Council, Inc.,
Room 432, 63 Auburn Avenue,
Atlanta 3, Georgia.

RECEIVED
OCT 1 1945
Southern Regional Council

Dear Guy Johnson,

Enclosed you will find copies of a letter and memorandum I sent President Johnson, as a sort of preliminary discussion of the project of having Howard grant Ph. D. degrees in 1950. He writes me he is having copies circulated to the rest of the Committee, and I hope this reaches you before his copy does. As the letter and memorandum speak for themselves, I shan't bother to repeat them.

However, there seems this to add. The proposal to set up a true graduate school means a revision of the curriculum and raises some questions that it seemed better to save for oral discussion, or even to set aside for a while. Will setting up a graduate school create two Kings in Brentford, the Dean of Liberal Arts and the Dean of the Graduate School, who will automatically fight each other? What should be done about consulting the Faculty over such changes? Professor Alain Locke, last October, hinted to me that some members of the Faculty wanted to express their opinions, but felt it would be better if the Trustees asked for Faculty opinion than if the Faculty spoke up unasked. There would seem to be reason behind this, because such Faculty control as existed over the curriculum has been in abeyance during the War. Here in the organization of the Graduate School might be a chance to work for more democracy in the running of the University.

If you like, I shall be glad to ask these questions, or the necessary variants of them, at the Instruction and Research Meeting. By consulting you beforehand, I hope to prevent their being a surprise, and if you think best, to suppress them.

To change the subject, here is my annual contribution to the Southern Regional Council, plus an extra dollar, because I would like to ask you to send some of your publications to a friend, Mrs. Linsly R. Williams, 320 East 72nd St, New York. She was very interested in what I had to tell her of the SRC, especially so as her daughter, who had been in the OWL in London, had sent her Walter White's book. If you or Miss Clay could be so kind as to write a short covering letter, saying the material was sent at my suggestion, I should be grateful, and it might prove bread upon the waters in getting a subscription or at least interest.

Yours sincerely,

Richard Walden Hale Jr.

I have enjoyed and admired your recent publications. You seem to be doing very well, and growing fast.

As from:
16 Danville Street,
West Roxbury, 32, Mass.,
U. S. A.

President Mordecai W. Johnson,
Howard University,
Washington, 1, D. C.

Dear President Johnson:

Dean Thompson's report on the Graduate School, in which he recommends preparing to grant Doctoral Degrees in 1950, has just reached me while vacationing in Canada. I am delighted that this forward step is being proposed and feel that it may save time at the next meeting of the Committee on Instruction and Research if I set down some ideas on the subject, as a form of preliminary discussion. The basis of those ideas is purely what is in Dean Thompson's report, but that is so well organized and expressed, that I do not feel I shall miss the mark through lack of information.

On only point have I any criticism to make, and that point is: The manner in which teaching assistantships are to be used to subsidize graduate students. It seems to be one Dean Thompson intentionally did not cover for fear of burdening his report with matters of details, Therefore, my remarks on it have been put in a separate memorandum. Everywhere else, I agree with Dean Thompson. But boring as it may be to list points of agreement, I do so, to show you why certain phases of the proposal seem to me to be well planned.

1. The choice of first economics and socidogy to be followed by history as fields for Doctorates seems a good use of the present strong points in our faculty.

2. The proposal to overhaul the curriculum to combine courses which overlap, and to set up divisional courses, seems an answer to a problem which besets every true university which is the tendency to split knowledge up into too small compartments. And the cure-emphasis on divisional organization - is the one I know that I would prefer if I was a faculty member teaching any course that was to be integrated into a larger program. On this point, I have had experience at Princeton, and can give examples should ahy be wanted.

3. The proposed course in Methodology and the proposed seminar to include all graduate students both are means of securing a high standard of work. If well done, this will put us high among the Universities of America, as far as methods of teaching graduate students are concerned.

4. Building up the Moorland Foundation should attract research workers from outside, who are especially beneficial to a curiosity for the new ideas they bring with them. The Moorland Foundation has done much to spread a knowledge of Howard among scholars, and could do even more, if it were extended.

5. The suggestions that these changes will help raise the quality of the Master's Degree, is important because it separates them from questions of the financial feasibility of the program on which I cannot judge, and makes them appear to be immediately practicable.

6. I am glad Dean Thompson broke down the costs of this program into its separate elements. That will allow a search for special sources of funds for separate items in the program. I should imagine that Bibliophiles and those who care about Negro history, would give the Moorland Foundation - Howard Graduates, and special donors would contribute to scholarships or for specific professorships, and that research projects would appeal to the Foundations.

There are other points on which I could comment, obviously, there is much to be done to fit this program into the workings of the undergraduate liberal arts college, but this letter should not be made as long as Dean Thompson's report. Its purpose is to show you how my mind is working in order that any mistakes in my thinking can be corrected now, and thus save time at the Trustees' Meeting. For that reason, copies also go to Dr. Young and Dr. Guy Johnson. If you wish to, please send copies of this, or of the enclosed memorandum to the other members of the committee on Instruction and Research, whose addresses I do not have with me.

Would it be possible to send me a copy of the present university catalogue? I should like to see a description of the courses Dean Thompson refers to, in his plans to end overlapping. Is there any other preparatory work I can do which would help simplify what is to be done at the Committee Meeting and Trustees' Meeting. For example, I am hoping to be in Washington the weekend before the Trustees' Meeting, when my wife plans to visit friends there. I should enjoy talking with Dean Thompson about this in more detail, which might be a help in organizing the Committee's work. If there is anything I can do, please let me know.

With best wishes.

Yours sincerely,

Richard W. Hale, Jr.

RWH:EN

MEMORANDUM ON GRADUATE ASSISTANTSHIPS

Dean Thompson's proposal to set up graduate assistantships in general meets my entire approval. It will accomplish three ends:

1. It will free Faculty members for research.
2. It will subsidize worthy graduate students.
3. It will give valuable teaching experience.

However, there is danger connected with it, to be guarded against, that there is often pressure to give assistantships to men of research ability who are in need, but who are not good teachers. Then too, there are periods when graduate students are under such pressure that they cannot teach at the same time.

These last are subsidiary questions, which quite rightly were kept out of Dean Thompson's report as extraneous to its main point. But they are important because the use of Graduate Assistants can either mar or make an undergraduate course. I have seen the very great weakness of Princeton undergraduate mathematics caused by misuse of Graduate Assistantships. Princeton's Graduate Mathematic School is one of the best in the world, yet, I believe, no Princeton Undergraduate has entered it in recent years, and it is notorious that the Hun Tutoring School makes itschief income out of teaching Freshmen how to pass the compulsory mathematics course. The reason for this is that Fellowships are granted to Princeton's best graduate students, assistantships to the next best. The assistants have no cause to do anything well, except their research, which will get them Fellowships and free them from the burden of teaching. But protests to the Mathematics department about specific assistants were always met with the true, but irrelevant answer that the man complained of was in need of money. On the other hand, "History I" at Harvard made able use of Graduate Assistants because Professor Merriman chose his men for teaching ability, gave them teaching experience which helped them obtain jobs, and never let them carry more than a normal teaching load, when they were under a heavy burden of graduate study. "History I" was the better, not the worse, for the use of Graduate Assistants, who brought to their work, vigor, enthusiasm and the desire to make a teaching record that would get them jobs.

I am sure that Dean Thompson knows the problem that I have here described in terms of these two examples. But it may strengthen his hand in dealing with it to have an expression of Trustee opinion, especially a spontaneous one.

I shall be interested to know whether he thinks that such an expression of opinion would help him and, if so, whether it should be formal or informal. I hope President Johnson may be able to secure that information before the October Trustees' Meeting.

UNITED FEDERAL WORKERS OF AMERICA, LOCAL 10
AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS
FEDERAL SECURITY AGENCY—WAR MANPOWER COMMISSION
WASHINGTON, D. C.

MAILING ADDRESS:
1407-L STREET, N. W.
WASHINGTON, D. C.
7212-18

October 17, 1945

RECEIVED
OCT 19 1945
Southern Regional Council

Dr. Guy B. Johnson
710 Standard Building
Atlanta 3, Georgia

Dear Dr. Johnson:

As a member of the Board of Trustees of Howard University, I am sure that you are aware of the fact that Local Ten, United Federal Workers of America, CIO, has requested recognition by the Trustees as the bargaining representative of Howard Universtiy employees, and that the Board of Trustees deferred a decision on this request until their October 23, 1945, meeting.

Of the less than 450 eligible employees of Howard University, more than 300 have applied for and have been accepted to membership in the Howard University Branch of Local Ten.

In requesting official recognition by the Howard University Trustees our Union is asking the Trustees to establish an employer-employee relationship at Howard University which the Congress of the United States and many employers in the Nation hold to be the most desirable method for employer-employee relationships. We believe that over-the-conference-table negotiations between elected representatives of employees and representatives of management will do much to improve conditions of employment at Howard University. Also, we believe that the end result will be a better University, an objective shared by the union and the Board of Trustees.

The employee problems at Howard University are numerous and rapidly increasing in their seriousness. The majority of the Howard University employees believe that collective bargaining which assures the opportunity for representatives chosen by them to work out problems affecting their welfare at the conference table on a recognized basis with their employer's chosen representatives is fitting and proper in a democratic institution. The employees believe further that the best interests of Howard University and its students can be served through adherence to these democratic procedures.

It had been the hope of our Union, as the chosen representative of the majority of the employees of Howard University, that the Trustees would consent to recognize the Union as such.

Since the Board of Trustees meets only twice a year, and because the problems facing the employees of Howard University are urgent in character, Local Ten, UFWA-CIO, has taken the initial step to secure certification by the National Labor Relations Board as the bargaining representative of the employees. However, the National Labor Relations Board has not yet completed its investigation and decision on this case. We believe it is better for the University, its officials and its employees if agreement is reached by the union and the Board of Trustees upon this matter without necessitating action by the

Dr. Guy B. Johnson - 10/17/45

National Labor Relations Board, and therefore we will be very glad to withdraw our petition to the National Labor Relations Board if we are granted recognition by the Trustees at their October 23, 1945, meeting.

Our Howard University Branch desires that we impress upon you the seriousness of this matter to the employees of Howard University. We are hoping that as an individual trustee you will be present at the committee meetings and at the full board meeting and lend your support to favorable action on this very reasonable request of the employees of Howard University, i.e., to work with the Trustees and Administrators of Howard University on a recognized basis in improving the working conditions at Howard University.

If there are questions which you desire to ask, or if you want further information concerning the validity of the request of Local Ten, UFWA-CIO, for recognition as the bargaining representative of the Howard University employees, we will welcome an opportunity to confer with you. We have sent a request to President Johnson asking that we be given a hearing at the time the Board gives final consideration to our request for recognition.

Very truly yours,

Dorothy Bailey

Dorothy Bailey, President
Local Ten, UFWA-CIO

MINUTES OF EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON, D. C.
OCTOBER 23, 1945

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MINUTES OF
EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
OCTOBER 23, 1945

A meeting of the Executive Committee of the Board of Trustees of Howard University was held in the President's Office, University Campus, October 23, 1945, at 3:00 P. M.

Present:

Dr. Jacob Billikopf, Chairman
Mr. W. Justin Carter
Mr. V. B. Deyber
Mr. Lorimer D. Milton
Dr. C. C. Spaulding

Dr. Mordecai W. Johnson, President of the University
Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Prayer by Mr. Carter.

PRESIDENT'S MATTERS

GRADUATE SCHOOL:

The President presented the following recommendations from the Dean of the Graduate School:

1. That the students named below, having fulfilled all of the requirements for graduation from the Graduate School, including the payment of fees, be recommended to the Board of Trustees to receive the degrees indicated opposite their names:

As of the end of Summer School, 1945

Alexander, Mae T. - Home Economics ..... Master of Arts
B.S., Spelman College, 1938
Bacchus, Vera - Education ..... Master of Arts
B.S. in Ed., Cheyney State Teachers College, 1944
Bonner, Josey - Home Economics ..... Master of Arts
B.S., Prairie View State College, 1935
Clarke, Frances E. - English ..... Master of Arts
A.B., Clark University, 1936
Cureton, Geraldine - History ..... Master of Arts
A.B., Howard University, 1937
Holmes, Dorothy G. - Education ..... Master of Arts
B.S., Fla. A. & M. College, 1938
Routt, Louise J. - Home Economics ..... Master of Arts
B.S., Wilberforce, 1924

That the following students, having fulfilled all the requirements except the payment of fees, be recommended to the Board of Trustees to receive their degrees, pending payment of said fees:

Lewis, Iola E. - English ..... Master of Arts
A.B., Allen University, 1942
Parker, Mable R. - Education ..... Master of Arts
B.S., Johnson C. Smith Univ., 1943
Taylor, Mary S. - English ..... Master of Arts
B.A., Bennett College, 1944
Winzie, George B. - Romance Languages ..... Master of Arts

Upon motion, this recommendation was approved.

2. That Mrs. Mahala Ashley Dickerson, former research assistant, Tuskegee Institute and Fisk University, be appointed full-time research assistant on the Monroe N. Work Bibliography Project at a salary of $200 per month , less any and all reductions; this appointment to begin October 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

COLLEGE OF LIBERAL ARTS:

The President presented the following recommendations from the Dean of the College of Liberal Arts:

3. That Julia A. Kelley be appointed part-time clerk in the Department of Economics for the academic year 1945-46, at a salary of $500 for the period, subject to any and all future reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

4. That James Theodore Chambers, A.B., Howard University, 1923; M.Ed., University of Pittsburgh, 1936, be appointed Instructor and Coach in Physical Education for Men, for the aca demic year 1945-46, at a basic salary of $2,400, subject to any and all reductions; this appointment to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

5. That Frances Johnson Barnes, A.B., Howard University, 1941, A .M., Columbia University, 1943, be appointed Instructor pro tempore in Spanish for the academic year 1945-46, at a salary of $1,800, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was approved.

6. That William A. Calder, A.B., 1928; A.M.,1929, University of Wisconsin; M.A. in Astronomy,1931; Ph.D. in Astronomy, 1933, Harvard University, be appointed Professor of Astronomy for an initial appointment of two years, 1945-46 and 1946-47, at a salary of $4,000 a year, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1947.

Upon motion, this recommendation was approved.

7. That J. Collins Orr, A.B., Temple University; A.M., Ohio State University, be appointed temporary Instructor in German for the academic year 1945-46, at a salary of $2,000, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was approved.

8. That Marion Elizabeth Carter, Ph.D., Catholic University, 1945, be appointed Instructor in French pro tempore for the academic year 1945-46, at an annual salary of $2,000, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was approved.

9. That Helmut A. Hatzfeld, Ph.D., University of Munich, 1915, whose address is 4020 - 8th St., N.E., be appointed Associate Professor (part-time, one-third) of Roma nce Languages, for the academic year 1945-46, at an annual salary of $1,000.00, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was approved.

10. That Joseph Coles be appointed Assistant Coach in the Department of Physical Education for Men for the Autumn Quarter, 1945, at a salary of $300, this appointment to terminate December 30, 1945.

Upon motion, this recommendation was approved.

11. That William Baker be appointed Trainer and Assistant Coach in the Department of Physical Education for Men for the Autumn Quarter, 1945, at a salary of $360, this appointment to terminate December 30, 1945.

Upon motion, this recommendation was approved.

12. That Miss Maxion Clarice Hutchinson be appointed Stenographer-Clerk, part-time, in the Department of Physical Education for Men, at the annual salary rate of $720.00, subject to any and all reductions; this appointment to begin September 15, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

13. That Miss Maxion Clarice Hutchinson, now serving as part-time stenographer-clerk in the Department of Physical Education for Men, be appointed full-time, at a salary of $1,440, for the Autumn Quarter, 1945, subject to any and all reductions; this full-time appointment to begin September 15, 1945 and to terminate automatically December 30, 1945.

Upon motion, this recommendation was approved.

14. That Miss Evelyn Watkins be appointed part-time clerk in the Department of Zoology at a salary of $720 for the year, subject to any and all reductions; this appointment to begin October 1, 1945 and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

15. That Mrs. Mary H. Turner Phynes, S.B., Howard University, 1941; M.A., Columbia University, 1942, be appointed temporary Instructor in Physical Education for Women, for the academic year 1945-46, at a salary rate of $1,800 for the year, subject to any and all reductions; this appointment to begin October 15, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

16. That Mrs. Dorothy Doran Penn, be appointed part-time secretary in the Department of Physical Education for Women, at a salary of $720, for the aca demic year 1945-46, subject to any and all reductions; this appointment to begin November 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

17. That William O. Brown, Assistant Professor of Sociology, be granted full-time leave of absence, without pay, for the academic year 1945-46, this leave to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

18. That the resignation of Mrs. Lucy B. Smith, Clerk to the Department Heads of the College of Liberal Arts, be accepted; this resignation to be effective as of June 30, 1945.

Upon motion, this recommendation was approved.

19. That J. Sidney Slotkin, A.B., 1934; A.M., 1935; Ph.D., 1940, University of Chicago, be appointed Assistant Professor of Sociology for the academic year 1945-46, vice William O. Brown, at a salary of $2,500, subject to any and all reductions; this appointment to begin September 1, 1945 and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

20. That the resignation of Robert Simha, Assistant Professor of Chemistry, be accepted, this resignation to be effective as of June 30, 1945.

Upon motion, this recommendation was approved.

21. That Mrs. Marguerite N. Marshall be appointed Clerk to Heads of Departments in the College of Liberal Arts, for the academic year 1945-46 for a ten-month period, in accordance with the tenure regulations governing non-teaching personnel, at an annual salary rate of $1350 for 10 mos., subject to any and all reductions; this appointment to begin October 1, 1945 and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

SCHOOL OF ENGINEERING AND ARCHITECTURE:

The President presented the following recommendations from the Dean of the School of Engineering and Architecture:

22. That Mr. Charles Cunningham Kennedy, B.S. in Aero Engineering; M.I.T., 1942, local address 1923 "G" Street, N.W., Washington, D. C., be appointed In-

structor in Mechanical Engineering, part-time (2/3), at a basic salary rate of $1800.00 per school year, tenure to begin October 1, 1945 and automatically terminate December 22, 1945, at a compensation of $400.00 for the period, subject to any and all future reductions.

Upon motion, this recommendation was approved.

23. That the services of Mrs. Ella Rosetta Parris, Acting Stenographer-Librarian, School of Engineering and Architecture, at a basic salary of $1,440.00 per year ($120.00 per month) terminate without prejudice as of the close of work on September 30, 1945, the last day on which she worked.

Upon motion, this recommendation was approved.

24. That Mr. Maurice Mitchell, 1814 Eleventh Street, N. W., be appointed Acting Stenographer-Librarian, School of Engineering and Architecture, tenure to begin October 8, 1945 and automatically terminate October 31, 1945, at a basic salary rate of $1,440.00 per year.

Upon motion, this recommendation was approved.

25. That Mr. Leroy H. Brown, B.S. in Aechitecture, Howard University, 125 "S" Street, N.W., Washington, D. C., be appointed Instructor in Architecture for the Fall quarter 1945. Tenure to begin October 1, 1945 and to automatically terminate December 22, 1945, at a compensation of $624.00 for the quarter, subject to any and all future reductions.

Upon motion, this recommendation was approved.

SCHOOL OF MUSIC:

The President presented the following recommendation from the Dean of the School of Music:

26. That Mrs. Mary Washington Johnson, 149 Rhode Island Avenue, N. W., Mus.B., School of Music, Howard University, 1945, be appointed Instructor of Piano (part-time) for the period beginning October 1, 1945, automatically expiring June 30, 1946, at a salary of $600 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

COLLEGE OF MEDICINE:

The President presented the following recommendations from the Dean of the College of Medicine:

27. That the budget for the A.S.T. Program, which was approved for only the first quarter of this fiscal year, be extended through the second quarter, beginning October 1, 1945, and ending December 31, 1945; and that the personnel involved be reappointed for this period, subject to the terms of their current appointments.

Upon motion, this recommendation was approved.

28. That Dr. Roland B. Scott, Assistant Professor of Pediatrics, be appointed Acting Head of the Division of Pediatrics with responsibilities a nd duties as assigned by the Head of the Department of Medicine, beginning as of Au-

gust 1, 1945, and terminating automatically on June 30, 1946.

Upon motion, this recommendation was approved.

29. That Mrs. Frances W. Britton, 124 Adams Street, N. W., Washington, D. C., be appointed Storekeeper-Technician, Department of Physiology, full-time, vice Mrs. Gertrude McCaw Thompson, resigned, at a salary at the rate of $1,440.00 per annum, subject to any and all future reductions, beginning October 1, 1945, and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

30. That the resignation of Mr. Charles H. Townes, Student Assistant in the Department of Physiology, be accepted as of the close of business on October 1, 1945.

Upon motion, this recommendation was approved.

31. That the resignation of Miss Evelyn T. Powers, Assistant Medical Technician, Division of Service and Supplies and the University Health Service, be accepted as of the close of business on November 17, 1945.

Upon motion, this recommendation was approved.

32. That the resignation of Miss Mary Alvina Pope-Hamilton, Serologist, Division of Service and Supplies, be accepted as of the close of business on October 5, 1945.

Upon motion, this recommendation was approved.

33. That the resignation of Dr. James Hackney, Student Assistant in the Medical Library, be accepted as of September 7, 1945.

Upon motion, this recommendation was approved.

34. That Miss Faye E. Watson, College of Medicine, be appointed Student Assistant in the Medical Library, part-time, vice Dr. James Hackney, graduated, at a stipend at the rate of $333.33 per annum, the appointment to begin October 1, 1945, and to terminate automatically on June 30, 1946, with the understanding that the salary above mentioned shall be applied to the payment of tuition for Miss Watson as a student in the College of Medicine.

Upon motion, this recommendation was approved.

35. That the resignation of Dr. Monroe G. Gregory, Assistant to the Department of Anatomy, be accepted as of the close of business on October 31, 1945.

Upon motion, this recommendation was approved.

36. That Mr. Harry Inman Martin, Howard University, be appointed Student Assistant in the Department of Physiology, part-time, vice Mr. Edward Hawthorne, resigned, at a salary at the rate of $720.00 per annum, subject to a ny and all fu-

ture reductions, beginning October 2, 1945, and expiring automatically on June 30, 1946, compensation to be computed on a basis of twelve months to the year.

Upon motion, this recommendation was approved.

37. That Dr. Garlan R. Alston, Washington, D. C., be appointed Student Assistant in the Department of Physiology, part-time, at a salary at the rate of $792.00 per annum, subject to any and all future reductions, beginning October 1, 1945 and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

Upon motion, this recommendation was approved.

38. That Dr. John W. Routt, 1928 6th Street, N. W., be appointed Assistant in the Department of Anatomy, full-time, at a salary at the rate of $1,440.00 per annum, subject to any and all future reductions, vice Dr. Monroe Gregory, resigned, beginning November 1, 1945, and terminating automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

Upon motion, this recommendation was approved.

39. That the resignation of Dr. Martin R. Sutler, Assistant in the Department of Surgery, be accepted as of the close of business on September 29, 1945.

Upon motion, this recommendation was approved.

COLLEGE OF DENTISTRY:

The President presented the following recommendation from the Dean of the College of Dentistry:

40. That Mrs. Ethel Virginia Wilkinson be appointed to assist in Oral Hygiene in the Clinic of the College of Dentistry, vice VerMelle Mason, on a temporary basis, until her successor is found, at the basic salary rate of $1,620.00 per annum, subject to any and all reductions, commencing October 1, 1945 and ending automatically thirty days after she has been advised in writing that her successor is found or June 30, 1946, whichever date comes first.

Upon motion, this recommendation was approved.

COLLEGE OF PHARMACY:

The President presented the following recommendation from the Dean of the College of Pharmacy:

41. That Mrs. Ella Rosetta Parris, 1514 T Street, N. W., Washington, D. C., graduate of Braithwaite Business School, New York City, be appointed as Secretary to the Dean, in the College of Pharmacy, for the School Year 1945-46 at a basic salary of $1,620 per annum, beginning October 1, 1945 and automatically terminating June 30, 1946, subject to any and all future reductions.

Upon motion, this recommendation was approved.

SCHOOL OF RELIGION:

The President presented the following recommendation from the Dean of the

School of Religion:

42. That Ernest C. Smith be appointed part-time Instructor in Practical Theology in the School of Religion for the Fall Quarter 1945, to serve not more than four hours a week at $4.00 per hour, beginning October 4, 1945 and automatically expiring December 22, 1945, the number of hours actually taught to be furnished the Treasurer each month by the Dean of the School of Religion.

Upon motion, this recommendation was approved.

DEAN OF CHAPEL:

The President presented the following recommendation from the Acting Dean of the Chapel:

43. That the resignation of Miss Parthenia E. Shelton, as Secretary to the Dean of the Chapel, be accepted as of close of work on September 14, 1945; this being the last day on which she worked. Miss Shelton withdrew for personal reasons.

Upon motion, this recommendation was approved.

SCHOOL OF SOCIAL WORK:

The President presented the following recommendations from the Director of the School of Social Work:

44. That Miss Caroline F. Ware, A.B., Vassar College, 1920; A.M., 1924, Ph.D., 1925, Radcliffe College, be appointed Professor of Community Organization and Social Research in the School of Social Work on a three-fourth's time basis at a salary of $3,000 per year; this appointment to begin September 1, 1945 and to expire June 30, 1946, subject to any and all deductions.

Upon motion, this recommendation was approved.

45. That Mr. Ira L. Gibbons, A.B., Lincoln University (Pennsylvania), 1934, M.S., New York School of Social Work, Columbia University, 1942, Advanced Study toward the Doctorate, Columbia University, New York, be appointed Instructor in Social Work at a basic annual salary of $2400 for the academic year 1945-46 to begin September 1, 1945 and automatically terminating June 30, 1946, subject to any a nd all deductions.

Upon motion, this recommendation was approved.

46. That Mrs. Martha H. Hynning, A.B., Randolph Macon Woman's College, 1930, M.A. in Social Work, The School of Social Service Administration, University of Chicago, 1939, be appointed Special Lecturer in Public Welfare and Public Assistance (to give one course each quarter) at a basic salary of $900.00 for the academic year 1945-46 to begin September 1, 1945 and automatically terminating June 30, 1946, subject to any and all deductions.

Upon motion, this recommendation was approved.

47. That Dr. Charles Prudhomme be appointed Instructor in Social Work at a salary of $250.00 per quarter for the Autumn and Winter Quarters of the academic year 1945-46 to begin September 1st, 1945 and automatically terminating March 21st, 1946, subject to any and all deductions.

Upon motion, this recommendation was approved.

OFFICE OF THE REGISTRAR:

The President presented the following recommendations from the Registrar of the University:

48. That the services of Miss Carletta Wright be terminated in the office of the Registrar on or before November 11, 1945.

Upon motion, this recommendation was approved.

49. That, pending the final decision on the permanent employment of Mrs. Carrie W. Fitchett, 1122 Columbia Road, N. W., as stenographer-clerk in the office of the Registrar, she be temporarily appointed as stenographer-clerk in this office, for a period of ninety (90) days, beginning October 2, 1945 and automatically expiring January 2, 1946, at a basic salary rate of $1,620.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

50. That Miss Doris B. Bruce, 2735 P Street, N. W., Washington, D. C., be appointed probationally as a stenographer-clerk in the office of the Registrar, beginning October 1, 1945 and automatically expiring June 30, 1946, at a basic salary of $1,620.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

DEAN OF WOMEN:

The President presented the following recommendations from the Dean of Women:

51. That Miss Wanda Wilson, Graduate Student, Howard University, be reappointed Student Assistant Director in Truth Hall at a salary of $87.50 a month for a term of nine months; the appointment to begin September 15, 1945 and to automatically expire June 15, 1946, subject to any and all reductions. It is to be understood that $7.50 a month will be deducted for room rent.

Upon motion, this recommendation was approved.

52. That Miss Dimple Murrill, Graduate Student, Howard University, be appointed Student Relief Worker in the Women's Dormitories for a three (3) months trial period, to be extended for the rest of the school year, if her work proves satisfactory, at a salary of $67.50 a month, subject to any and all reductions; the appointment to begin October 8 and to automatically expire December 31, 1945. It is to be understood that $7.50 a month will be deducted for room rent.

Upon motion, this recommendation was approved.

OFFICE OF THE TREASURER:

The President presented the following recommendations from the Treasurer of the University:

53. That Mrs. Pearl Eaton, 601 Florida Avenue, N. W., be reappointed maid in Cook Hall, beginning July 1, 1945, at a salary of $1,080 annually, subject to

any and all reductions, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

54. That Mr. Halvin Addison, No. 2 Congress Court, N. W., be reappointed janitor in Cook Hall, beginning July 1, 1945, at a salary of $1,200 annually, subject to any and all reductions; appointment to automatically terminate June 30, 1946.

Upon motion, this recommendation was approved.

55. That Mr. Edward Russ, 1261 Half Street, S. W., be reappointed janitor in Cook Hall, beginning July 1, 1945, at a salary of $1,200 annually, subject to any and all reductions, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

56. That the services of Mrs. Eliza Hamilton who began working September 25, 1944 as counter woman in the University Cafeteria be terminated at the close of work October 9, 1945, the last day she worked.

Upon motion, this recommendation was approved.

57. That the services of Mrs. Fannie Hill, who began working as dishwasher in the University Cafeteria May 23, 1945, be terminated at the close of business August 5, 1945, the last day she worked.

Upon motion, this recommendation was approved.

58. That the services of Jeriniah Sparrow, who began working as a dishwasher in the University Cafeteria June 25, 1945, be terminated at the close of business July 14, 1945, the last day he worked.

Upon motion, this recommendation was approved.

59. That Mr. Hubert Moman, bookkeeper, be granted leave of absence with pay from September 17th to November 1st, 1945, on account of illness.

Upon motion, this recommendation was approved.

60. That Mr. Willexton Langon, 5016 Washington Place, N. E., be appointed substitute bookkeeper in the Treasurer's Office, beginning October 1, 1945, at the rate of $2,000 annually, appointment to terminate October 31, 1945.

Upon motion, this recommendation was approved.

61. That Mrs. Edna Battle, 1106 8th St., N. W., be appointed dishwasher in the University dining hall, beginning September 25, 1945, at a salary of $1,200 annually, including board at the rate of $25.00 per month, subject to any and all reductions, appointment to automatically terminate June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

62. That Mrs. Elva Burke, 204 G Street, N. W., be appointed counter woman in the University Cafeteria, beginning October 9, 1945, at a salary of $1,200 annual-

ly, including board at the rate of $25.00 per month, subject to any and all reductions, appointment to automatically terminate June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

63. That Mrs. Bessie Mae Dixon, 736 Gresham Place, N. W., be appointed counter woman in the University Cafeteria, beginning October 15, 1945, at a salary of $1,200 annually, including board at the rate of $25.00 per month, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

64. That Mrs. Flora Davis, 1916 - 17th St., N.W., be appointed dishwasher in the University Cafeteria, beginning October 8, 1945, at a salary of $1,200 annually, including board at the rate of $25.00 per month, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

65. That Miss Virginia Hubbard, 90 Rhode Island Avenue, N.W., be appointed third cook in the University Cafeteria, beginning October 8, 1945, at a salary of $1,560 annually, including board at the rate of $25.00 per month, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

66. That Mrs. Mattie Jennings, 1020 - 8th Street, N. W., be appointed counter-woman in the University Cafeteria as of September 24, 1945, at a salary of $1,200 annually, including board at the rate of $25.00 per month, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

67. That Margaret L. Coles, 2507 Georgia Avenue, N. W., be appointed waitress in the Coffee Shop, University Cafeteria, beginning October 5, 1945, at a salary of $1,200 annually, including board at the rate of $25.00 per month, appointment to expire automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

68. That Miss Lucille Roye, 3016 - 13th St., N. W., be appointed counter woman in the University Cafeteria, beginning October 15, 1945, at a salary of $1,200 annually, including board at the rate of $25.00 per month, appointment to expire automatically June 30, 1946

Upon motion, this recommendation was referred to the President with power.

69. That Miss Ruby Richardson, 2809 Sherman Avenue, N. W., be appointed assistant pastry cook in the University Cafeteria beginning October 15, 1945, at a salary of $1,700 annually, including board at the rate of $25.00 per month, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

70. That Miss Irene V. Stephens, 3123 Warder Street, N. W., be appointed assistant dietitian, beginning October 15, 1945, at a salary of $1,800 annually, including board at the rate of $25.00 per month, appointment to automatically ex-

pire June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

71. That Mrs. Daisy Frazier, 2250 - 12th Street, N. W., be appointed dishwasher in the University Cafeteria, beginning October 2, 1945, at a salary of $1,200 annually including board at the rate of $25.00 per month, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

72. That Mrs. Edith Russell be appointed dishwasher in the University Cafeteria beginning October 3, 1945, at a salary of $1,200 annually including board at the rate of $25.00 per month, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

73. That Miss Georgia A. Fields, 1243 - 42nd Street, N. E., be appointed Purchase Order Clerk in the Purchasing Division of the Treasurer's Office, beginning at 1:oo p.m., September 21, 1945, at a basic salary of $1,440 per annum, subject to any and all reductions, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

74. That Miss Helen V. Pettiford, 1342 Wallach Place, N. W., be appointed Secretary to the Purchasing Agent beginning at 1:00 p.m., September 25, 1945, at a salary of $1,440 per annum, subject to any and all reductions, appointment to automatically expire June 30, 1945.

Upon motion, this recommendation was approved.

75. That contract be authorized with Clyde Edwards, piano tuner, 5403 8th Street, Washington, D. C., for the tuning and maintenance of 34 pianos at the School of Music during the school year 1945-46 in the sum of $700.00.

This contract is to be paid at the end of every month on a prorated installment account. It is payable from the 1946 Government appropriation for expenses and is chargeable to the budget of the School of Music, Piano and Organ.

Upon motion, this recommendation was approved.

76. That contract be authorized with Capital Seating Company, Inc., 900 F Street, N. W., Washington, D. C., to furnish 5000 bleacher seats for the period September 27 to November 11, both inclusive, for use on the Athletic Field during the football season at a total cost of $1250.00. This account is to be payable from University funds, charged to the budget of Liberal Arts Intramural.

Upon motion, this recommendation was approved.

77. That contract be authorized with Mizzy Products, Inc., New York, N. Y., for furnishing 49 items of Diamond Cutting Points according to bid No. 25 received for opening August 31, 1945. The award is made to this company as result of proposals received from four sources.

The account is payable out of the funds for Dental Student Operation Account to requisition 85.

Upon motion, this recommendation was approved.

78. That contract be authorized with Griffith-Consumers Company, 1413 New York Avenue, Washington, D. C., to furnish labor and material necessary to thermally insulate all parts of Johnson Hall Building, 2460 Sixth Street, in accordance with specifications prepared by the Department of Buildings and Grounds and submitted in Bid No. 32 received for opening September 25 in the sum of $492.00.

Payment of contract will be chargeable to the budget for Operation, Maintenance, Johnson Hall repairs.

Upon motion, this recommendation was approved.

79. That contract be authorized with Wales Decorator, 1219 G Street, N.W., Washington, D. C., to furnish and install 32 pairs of draperies cotton brocade without valances, solid color as selected and according to measurements for the women's rest rooms in the following buildings:

Douglass Hall	5 windows
Chemistry	2 windows
Home Economics Building	4 windows
Johnson Hall	3 windows
Howard Hall	3 windows
Founders Library	1 window
Medical School	3 windows
Dental School	1 window

Total sum: $469.60

The account will be paid for out of the appropriation for expenses, 1945.

Upon motion, this recommendation was approved.

80. That Mrs. Annie Murdough, 79 O Street, N. W., be reappointed maid in the women's dormitories at the salary of $1,080.00 annually, subject to any and all reductions, beginning July 1, 1945, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

81. That Mrs. Dorothy Young, 713 Smith Row, be reappointed maid in the women's dormitories, July 1, 1945, at the salary of $1,080 annually, subject to any and all reductions, appointment to automatically terminate July 31, 1945.

Upon motion, this recommendation was approved.

82. That Mrs. Annie Jackson, 1421 W Street, N. W., be reappointed maid in the women's dormitories, July 1, 1945, at the salary of $1,080 annually, subject to any and all reductions, appointment to automatically terminate July 9, 1945.

Upon motion, this recommendation was approved.

83. That Mr. Booker Bell, 37 Tea Street, N. W., be reappointed janitor in the women's dormitories, July 1, 1945, at the salary of $1,200 annually, subject to any and all reductions, appointment to a utomatically terminate June 30, 1946.

Upon motion, this recommendation was approved.

84. That Mr. Roy Saunders, 36 Tea Street, N. W., be reappointed janitor in the women's dormitories, July 1, 1945, at the salary of $1,200 annually, subject to any and all reductions, appointment to automatically expire June 30, 1945.

Upon motion, this recommendation was approved.

85. That Mr. Abraham Smith, 810 Berry Place, N. W., be reappointed janitor in the women's dormitories, July 1, 1945, at the salary of $1,200 annually, subject to any and all reductions, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

86. That Mrs. Beulah Butler, 609 N Street, N. W., be appointed maid in the women's dormitories, beginning September 19, 1945, at a salary of $1,080 annually, subject to any and all reductions, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

87. That Miss Elsie Henderson, 2008 - 17th Street, N. E., be appointed maid in the women's dormitories, beginning September 24, 1945, at a salary of $1,080 annually, subject to any and all reductions, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

88. That Mrs. Daisy Frazier, 2250 - 12th Street, N. W., be appointed temporary maid in the women's dormitories beginning July 9, 1945, at the salary of $1,200 annually, subject to any and all reductions, appointment to terminate automatically October 1, 1945.

Upon motion, this recommendation was approved.

BUILDINGS AND GROUNDS:

89. That the title of the position held by Rae J. Preston be changed from Timekeeper at $1,600 per year to Payroll Clerk with no increase in salary, beginning October 1, 1945.

Upon motion, this recommendation was approved.

90. That C. Jerome Tyler of Miner Hall, Howard University, be reappointed Relief Telephone Operator, on a part-time basis, not to exceed 24 hours in any week, beginning July 1, 1945 and automatically expiring June 30, 1946, at a salary rate of $.50 per hour, subject to any and all reductions.

Upon motion, this recommendation was approved.

91. That Willa Caldwell of Frazier Hall, Howard University, be reappointed Relief Telephone Operator, on a part-time basis, not to exceed 24 hours in any week, beginning July 1, 1945 and automatically expiring June 30, 1946, at a salary rate of $.50 per hour, subject to any and all reductions.

Upon motion, this recommendation was approved.

92. That the resignation of Harry Patterson Davis, Watchman, at $1,200 per year, be accepted effective at the close of work October 2, 1945, the last day of active service with the Department.

Upon motion, this recommendation was approved.

93. That Henry W. Thomas of 620 S St., N. W., be appointed Skilled Laborer, on a full-time basis, beginning September 11, 1945, and automatically expiring June 30, 1946, at a salary rate of $1,260 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

94. That James Berry of 607 Florida Avenue, N. W., be reappointed Plasterer, on a temporary basis, for intermittent work, during the period beginning July 1, 1945 to October 31, 1945, at a salary rate of $1.50 per hour, subject to any and all reductions.

Upon motion, this recommendation was approved.

95. That the salary of Scott Waiters, Window Cleaner, be increased from $1,200 per year to $1,320 per year, effective as of July 1, 1945.

Upon motion, this recommendation was approved.

96. That the salary of James Daniel, Skilled Laborer, be increased from $1,200 per year to $1,320 per year, effective as of July 1, 1945.

Upon motion, this recommendation was approved.

97. That the following students be appointed Relief Telephone Operators, on a part-time basis, not to exceed 24 hours per week, beginning October 5, 1945 and automatically expiring not later than June 30, 1946, at a salary rate of $.50 per hour, subject to any and all reductions:

Augustus Curry	1238 Irving St., N.E.
Phyllis W. Davis	Frazier Hall

Upon motion, this recommendation was approved.

98. That Augusta Bolden of 330 College St., N. W., be appointed Relief Telephone Operator, on a part-time basis, not to exceed 24 hours per week, beginning October 5, 1945 and automatically expiring not later than June 30, 1946, at a salary rate of $.50 per hour, subject to any and all reductions.

Upon motion, this recommendation was approved.

99. That the resignation of Edgar J. Beyer, Clerk, at $1,200 per year, be accepted, effective at the close of work September 28, 1945, the last day of active service with the Department.

Upon motion, this recommendation was approved.

100. That the resignation of Jeddie L. Storm, janitor, at $1,200 per year, be accepted, effective at the close of work Oct. 3, 1945, the last day of active

service with the Department.

Upon motion, this recommendation was approved.

OFFICE OF THE SECRETARY:

The President presented the following recommendations from the Secretary of the University:

101. That Mrs. Margaret Theresa Hill Martin, 1205 Linden Street, Northeast, Washington, D. C., be appointed as a clerical worker on a half-time basis, at the rate of $720 per annum, beginning October 12, 1945, and automatically terminating not later than June 30, 1946. This appointment subject to termination on thirty days' notice.

Upon motion, this recommendation was approved.

102. That Armour J. Blackburn, Field Agent, Secretary's Office, be granted sabbatical leave with half salary for one year beginning February 1, 1946 and expiring January 31, 1947, for the purpose of studying for the Ph.D. degree at Columbia University, New York City.

Upon motion, this recommendation was approved.

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

File

MINUTES OF THE BOARD OF TRUSTEES
HOWARD UNIVERSITY
WASHINGTON, D. C.
OCTOBER 23, 1945

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BOARD OF TRUSTEES
HOWARD UNIVERSITY
WASHINGTON, D. C.
OCTOBER 23, 1945

The Semi-Annual meeting of the Board of Trustees of Howard University was held Tuesday morning, October 23, 1945, in the Treasure Room, Founders Library, University Campus, Dr. George W. Coleman, Vice-Chairman, presiding, beginning at 10:00 o'clock.

Present at the meeting:

Dr. George W. Coleman, Vice-Chairman of the Board of Trustees
Dr. Mordecai W. Johnson, President of the University

Dr. Louise C. Ball	Dr. Richard W. Hale, Jr.
Dr. Jacob Billikopf	Dr. Guy B. Johnson
Dr. Sara W. Brown	Dr. Thomas Jesse Jones
Atty. Harry J. Capehart	Mr. Lorimer D. Milton
Atty. W. Justin Carter	Dr. Peter Marshall Murray
Atty. George W. Crawford	Judge Myles A. Paige
Mr. F. E. DeFrantz	Dr. Dorothy Canfield Fisher
Mr. Victor B. Deyber	Dr. C. C. Spaulding
Dr. Charles H. Garvin	Dr. Channing H. Tobias

Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Excuses were rendered for Dr. Young, who was detained on account of the illness of his wife; Dr. Floyd Reeves, who is absent in Europe, and Mr. Lloyd K. Garrison who was in attendance at a meeting of the War Labor Relations Board.

Prayer by President Johnson.

1. The Minutes of the Annual Meeting of the Board of Trustees, held April 10, 1945, having been sent in advance to members of the Board for review, were, upon motion, approved and ratified.

2. The Minutes of the meetings of the Executive Committee, held May 18, 1945, June 22, 1945, and September 21, 1945, having been sent in advance to members of the Board, were, upon motion, approved and ratified.

PRESIDENT'S REPORT

3. The President of the University gave a summary of his report which he stated was embodied in the recommendations of the various committees.

REPORT OF THE SECRETARY

4. The Secretary of the University stated that his report had been sent to the members of the Board of Trustees.

REPORT OF THE TREASURER

5. The Treasurer of the University stated that his report was embodied in the Auditor's report and the report of the Finance Committee.

FINANCE COMMITTEE:

The Finance Committee submitted its report and recommendations as follows:

6. In accordance with Article V, Section 3, of the By-Laws, as amended April 14, 1936, the Finance Committee reports the following changes in investments since the report of the April meeting:

(1) Securities Sold or Disposed of April 1, 1945 through September 30, 1945:

	Authorized by Finance Committee	Par Value	Book Value	Realized at Sale	Profit or Loss on Sale
Stocks					
American Smelting & Refining Co. 7% Pfd. 50 Shares	June 8,1945	5,000.00	7,775.25	8,377.33	$ 602.08
Celanese Corporation of America 7% 2nd Pfd. 50 Shares	June 8,1945	5,000.00	5,617.50	7,557.31	1,939.81
Commercial Invest.Trust Corp. Common Stock 100 Shares	June 8,1945	No par	2,740.00	5,139.45	2,399.45
G.C.Murphy Co.Common Stock, 50 Shares	June 8,1945	No par	3,508.25	4,646.15	1,137.90
Superior Oil Co.Capital 50 Shares	June 8,1945	1,250.00	4,016.25	5,573.35	1,557.10
Union Carbide & Carbon Corp.Capital Stock 50 Shares	June 8,1945	No par	6,906.50	4,458.70	2,447.80
Fire Association of Philadelphia,Capital Stock, 150 Shares	June 8,1945		3,580.65	3,580.65	
Bonds					
U.S. of America Treasury Bonds 2/a-15-52/50	June 8,1945		25,000.00	25,713.55	713.55
U.S.Treasury Bonds-1943	June 8,1945		50,395.87	51,429.69	1,033.82
U.S. Treasury Bonds Series 1951 2%	June 8,1945		10,000.00	10,285.30	285.30
Gatineau Power 1st "A" 3-3/4/69	June 8,1945	6,000.00	5,357.70	6,342.00	984.30
Superior Oil Co.3½ % Deb		5,000.00	5,124.04	5,237.50	113.46
Virginia & Southwestern Railway Co. 1st Cons 5/58	June 8,1945	5,000.00	3,252.83	5,403.64	2,150.81
Western Maryland R R 1st 4/52	June 8,1945	5,000.00	4,480.50	5,303.64	823.14
Electric Power & Light Corp. 5% Gold Deb.			1,060.00	1,060.00	

(2) Securities Purchased or Acquired, April 1, 1945 through September 30, 1945:

Security	Authorized by Finance Comm.	Par Value	Cost
Stocks			
Sunray Oil Corp.,4½% ($40 par) Cum. Com. Pfd. 150 Shares	June 8, 1945	$6,000.00	$ 5,943.75
Tennessee Gas & Transmission Co. 5% Cum. Pfd.	June 8, 1945	5,000.00	5,175.00
Aluminum Co. of Canada, 5% Preferred 50 Shares	June 8, 1945	5,000.00	4,750.00
Diamond Alkali Co., Common Stock, 100 Shares	June 8, 1945	2,000.00	5,500.00
National Fire Insurance Co. Common Stock, 200 Shares	June 8. 1945	2,000	12,250.00
Bonds			
U.S.A.Certificates of Indebtedness Series E(1946) 7/8%	June 8, 1945		40,000.00
U.S.A. Treasury Bonds of 1956/59 2½%	June 8, 1945		41,300.00
New York Water Service 1st A 5/51	June 8, 1945	10,000.00	10,287.50
Tennessee Gas & Transmission Co. 1st SF 3/65	June 8, 1945		5,118.75
United Light & Railways Deb.5½/52	June 8, 1945	5,000.00	5,165.50
American, British & Continental Corp Deb 5/53	June 8, 1945	1,000.00	1,022.50
Canadian International Paper, 1st Mtge 6/49	April 9,1945	10,000.00	10,450.00
Poli-New England Theatres 1st SF 5/58	June 8, 1945	2,000.00	2,025.00
Sunray Oil Corp. SF Deb. 3-3/4/59	June 8, 1945	4,000.00	4,250.00
U.S. of America-Certificate of Indebtedness 7/8%	June 8, 1945	10,000.00	10,000.00

(3) Principal Payments in Reduction of Mortgages Between April 1, 1945 and September 30, 1945.

Mortgages	Square	Lot	Principal Bal.4-1-45	Payments Apr.-Sep.	Principal Balance 9-30- 45
McMahon,Robert M. & Ruby A.	Trinidad	66	$ 4,199.63	$ 237.76	$ 3,961.87
Tompkins, Vincent & Grace	63	9	5,685.42	150.69	5,534.73
Blair, Henry B. & Martha L.	Bk. A	12	3,955.17	564.44	3,390.73
Jackson,Leonard H.& Lillian	366	A	4,410.51	131.22	4,279.29
Scurlock, Addison N.	393	817	3,572.56	213.48	3,359.08
Greenfield, Annie B.	555	97	2,621.67	55.00	2,565.77
Waters, Ellen	828	9	2,347.85	2,347.85	—
Jenkins, Hugh & Viola	1301	516	2,863.20	184.75	2,678.45
O'Brien,Michael A.& Agnes W.	1301	720	3,830.70	145.42	3,685.28
Reiley, Amos. B. & Cora E.	1301	670	3,471.45	318.20	3,153.25
Tatum, Charles & Frances	1305	38	3,816.21	62.07	3,754.14
Clark, Gordon & Frances	1310	23-42	2,555.80	190.09	2,365.71
Smith, Floyd & Frances	1327	23	3,709.61	209.44	3,500.17
Jacobs, John M. & Edna D.	1353	50	3,603.76	148.44	3,455.32
Gaylord, Mary K.	1810	23	3,367.31	127.93	3,239.38
Wire, Preston E. & Edna E.	1832	32	4,414.09	1,785.76	2,628.33

Mortgage	Square	Lot	Principal Bal.4-1-45	Payments Apr.-Sep.	Principal Balance 9-30- 45
Rogers, Fred & Ruby	1892	37	3,981.20	202.57	3,778.63
Simms, Joseph & Daisy	1896	49	4,347.50	562.29	3,785.21
Zackery, Doris & Eleanor	2685	429	959.39	680.50	278.89
Harris, George A.	2718	848	24,250.00	500.00	23,750.00
Von Kaenel, Paul & Ellie	2788	82	6,315.32	598.36	5,716.96
General Realties Inc.	2900	5	3,648.36	174.60	3,473.76
Williams, Edward & Kattie	3054	20	1,820.00	370.00	1,450.00
Rosenthal, Joseph & Mary	3221	86	3,093.20	100.51	2,992.69
Marks, Albert & Sarah	3252	90	3,988.94	149.32	3,839.62
Tucker, Glenn & Hattie	3265	202	3,519.20	202.14	3,317.06
Steiss, Marguerite	3697	15	4,899.34	4,899.34	—
Crandall, Viola M.	3890	115	4,301.16	168.81	4,132.35
Stemmer, Nellie A.	3976	53	3,427.63	206.45	3,221.18
Young, Louise M.	4059	21	2,891.08	177.07	2,714.01
Twilley, Levin S. & Mary	4062	80	3,913.33	169.76	3,743.57
Rosen, Sarah *	4064	89-90	4,088.49	48.69	4,039.80
Long, Julian H. & Viola	4241	52	4,082.88	157.03	3,925.85
Iroff, Abraham & Ida	4470	147	3,848.92	96.48	3,752.44
Taylor, Edward & Jennie	4470	155	2,224.51	403.73	1,820.78
Gartrell, Lonnie & Josephine	4516	35	1,499.15	165.25	1,133.90
Boggs, William & Julia	4516	24	1,713.07	186.88	1,526.19
Brown, Elsie M.	4544	147	3,506.32	306.42	3,199.90
Houle, Arthur J. and Lucy Y.	5340	22	3,113.30	801.50	2,311.80
Tucker, Edward & Mattie	5678	1-24	6,290.23	160.22	6,130.01
Norton, Clara J.	66AD	2	793.23	171.54	621.69
			164,940.69	18,532.90	146,407.79

7. The report and recommendation of the Executive Committee of the Board of Trustees of Howard University duly made at its meeting held June 22, 1945, containing a report of the Finance Committee relative to the Estate of Edward H. Morris in which Howard University was the residuary legatee and Miss Denise D. Morris the life tenant, and relative to the proposed settlement and compromise of all claims arising out of the controversy with respect to the interpretation of the Will of the deceased, was presented to the Board of Trustees and was duly considered by the Board. Thereupon, on motion duly made and seconded, it was unanimously resolved by said Board as follows:

That in consideration of Miss Denise D. Morris, the life tenant in the matter of the Estate of Edward H. Morris irrevocably waiving all her rights under the so-called "emergency clause" in the Morris Will whereby she is entitled to invade the corpus for the payment of emergency items, or in the event the income from the estate is insufficient to properly maintain and support her, and conditioned upon the execution by Howard University, Denise D. Morris, the executors and trustee under the Will of Edward H. Morris of an agreement of settlement to be duly approved by the Probate Court for Berrien County, Michigan, that Howard University shall:

1. As remainderman, together with the Detroit Trust Company, as trustee, authorize and direct the executors to convey in fee simple to Miss Morris, the Morris home and farm located in Berrien County, Michigan.

2. That the University will authorize and direct the trustee to pay to Miss

* New - Acquired July 14, 1945

Morris the sum previously itemized by Attorney Gray as constituting Miss Morris' emergency claims heretofore made in the amount of, to wit, $4,500.00.

3. That Howard University will agree with Miss Morris, the executors and the trustees providing for the executors and/or the trustee to pay to Miss Morris the sum of $8,000.00 annually in equal monthly or quarterly installments, whichever may suit the convenience of the parties commencing with the payment due on, to wit, August 24, 1945, for the remainder of her life in lieu of the $1,500.00 quarterly payments to Miss Morris now provided under the Will.

Be It Further Resolved, That the President and Secretary of the University be, and they are hereby authorized and directed to execute and acknowledge the proposed settlement and compromise agreement for and in behalf of Howard University by the authority of this Board of Trustees conferred upon them and that the official seal of the University be affixed to any and all such instruments or documents as may be thus executed, and that a copy of this resolution be prepared and attested to by the Secretary, to be attached to said agreement for the purpose of showing the intention of Howard University to be fully bound by the terms of said agreement; that the President be authorized to execute a petition to the Probate Court of Berrien County, requesting its approval of the terms of said agreement, and that the President and Secretary be authorized to execute such other instruments or documents as may be necessary to effectuate the provisions of the proposed settlement.

Be It Further Resolved: That the report of the Finance Committee and the recommendation of the Executive Committee relative to the foregoing, and in the foregoing respects be and the same are hereby ratified, confirmed and adopted.

RECOMMENDATIONS OF FINANCE COMMITTEE:

8. That the salary of Miss M. Edyth Williams, Clerk in the office of the Secretary, be increased from $1,620.00 per annum to $1,800.00, effective November 1, 1945.

Upon motion, this recommendation was approved.

9. That the salary of the secretaries in the office of the Dean of Women and the Dean of Men be increased from $1,440.00 to $1,620.00 per annum.

Upon motion, this recommendation was approved.

10. That an additional position of general library assistant be provided in the Founders Library at an annual salary of $1,800.00, effective November 1, 1945, to provide for the appointment of Mr. Lawrence A. Hill.

Upon motion, this recommendation was approved.

11. That the appointment of Mrs. Harriet N. Moore, Clerk in the Founders Library, at a salary of $120.00 a month, expire June 30, 1946 rather than January 19, 1946, with provision of the additional sum in the budget accordingly.

Upon motion, this recommendation was approved.

12. That provision be made in the budget of the Dean of Liberal Arts for a half-time clerk in the Counseling Service at the annual rate of $720.00, effective October 8, 1945, and terminating June 30, 1946.

Upon motion, this recommendation was approved.

COMMITTEE ON NOMINATION OF TRUSTEES:

13. The Trustee Committee on Nominations submitted a report recommending re-election at the Annual Meeting of the Board next April, for a term of three years, the class of 1946, as follows:

CLASS OF 1946

Jacob Billikopf, Ph.B., LL.B.	Philadelphia, Pa.
Victor B. Deyber	Washington, D. C.
Floyd Reeves, B.S., M.A., Ph.D.	Chicago, Illinois
Lloyd K. Garrison, A.B., LL.B.	Madison, Wis.
Richard W. Hale, Jr., Ph.B.	Boston, Mass.
P. B. Young, LL.D., D.H.L.	Norfolk, Va.

There were also nominated for consideration at the April meeting the following persons:

Edgar Wallace Knight, Professor of Education, University of North Carolina, Chapel Hill, N. C.
Lewis Merian, Institute for Government Research, Brookings Institute, Washington, D. C.
Frederick L. Allen, Editor, Harper's Magazine, New York City
Whitney Marks Seymour, Attorney-at-Law, New York City
Dr. David D. Jones, Bennett College, Greensboro, N. C.
Dr. A. D. Palmer, Chicago Theological Seminary, Chicago, Illinois
Richard F. Cleveland, Attorney-at-Law, Baltimore, Md.
Captain Edgar Smith
Dr. Gordon B. Hancock, Department of Sociology, Virginia Union University
Mrs. Eleanor Roosevelt, Hyde Park, N. Y.
Dr. Benjamin F. Mays, President, Morehouse College
Dr. A. Phillip Randolph, President, Brotherhood of Sleeping Car Porters
President F. W. Robinson, Gouchor College, Maryland
Mr. M. C. Martin, Cashier, Danville Savings Bank & Trust Co., Danville, Va.
Dr. W. G. Alexander, Orange, New Jersey
Mr. George E. C. Hayes, Attorney for Howard University
Mr. Robert E. Brokenburr, Indianapolis, Ind.
Attorney Claiborne George, Cleveland, Ohio
Attorney Harold E. Bledsoe, Detroit, Mich.
Miss Pearl Buck
Miss Lillian E. Smith - Georgia
Mr. Thomas Foulkes, Rochester, New York
Mr. Nelson Rockefeller, New York City
M. F. H. La Guardia, N. Y. City
Atty. James B. Cashin, Chicago, Illinois

COMMITTEE ON BUILDINGS AND GROUNDS:

The Committee on Buildings and Grounds submitted the following recommenda-

tions:

14. That there be installed in the vestibule of Founders Library a tablet to bear the names of members of the Howard University family who gave their lives in World War II.

Upon motion, this recommendation was approved.

15. That Hilyard R. Robinson, or Paul F. Williams, or Robinson and Williams, and such other architects as the Executive Committee may approve, upon recommendation of the Buildings and Grounds Committee, be employed for advance planning, if and when the sum of $181,575.00 is made available by Congress.

Upon motion, this recommendation was approved.

COMMITTEE ON INSTRUCTION AND RESEARCH:

The Committee on Instruction and Research submitted the following recommendations:

16. That the revision of admission requirements to the Graduate School be approved as recommended by the Graduate School as set forth in the following language:

There are two types of students eligible to register in the Graduate School: Degree students - those persons who are either working for a degree or for graduate credits; Non-Degree students - those persons who are neither working for a degree nor graduate credit. Non-Degree students cannot register in courses numbered 200 and above.

There are two types of admission to the Graduate School, unconditional admission as a REGULAR STUDENT and conditional admission as a SPECIAL STUDENT. Unconditional admission as a REGULAR STUDENT may be granted to graduates of a fully accredited college or university who have maintained throughout their undergraduate work an average of at least "B" (2.0). Admission as a SPECIAL STUDENT may be granted to: (1) Graduates of fully accredited colleges or universities who do not meet the quality point average; (2) graduates of Class B schools; (3) graduates of unaccredited schools who have maintained throughout their undergraduate work an average of "B" (2.0).

A SPECIAL DEGREE STUDENT shall be required to pursue work under the jurisdiction of his major department to determine whether he shall be admitted as a REGULAR DEGREE STUDENT. At the end of at least 15 quarter hours of work carrying graduate credit (which must be earned with an average of B or better if taken all in one quarter, or with a grade of B or better in each subject if taken over a longer period), and upon certification of his major department to the Graduate Council, a SPECIAL DEGREE STUDENT may be admitted as a REGULAR DEGREE STUDENT. The program prescribed by the major department must be submitted to the Dean of the Graduate School as part of the certification. If a SPECIAL DEGREE STUDENT does not qualify as a REGULAR DEGREE STUDENT within three quarters of residence, he shall be withdrawn from the Graduate School as a DEGREE STUDENT. Special cases of admission not covered by the above regulations will be referred to the Board of Admissions of the Graduate School for consideration. These revised regulations to become effective with the Winter Quarter 1945-46.

Upon motion, this recommendation was approved.

17. That the present probation rule in the Graduate School be amended to read as follows:

Every graduate student shall be required to maintain an average of B (2.0) grade point average for each quarter in residence based on 15 quarter hours. If carried all in one quarter or if less than a full program is carried, the student is required to earn a B or better in each course. Should he fail to do this he shall be placed on probation.

A first probation may be removed in a succeeding quarter in residence, provided that the student maintains at least a B average based upon 15 quarter hours of work carried in one quarter, or provided that the student earns a B or better in each course for the succeeding 15 quarter hours if less than a full program is carried. Only a first probation may be removed. A student who incurs probation a second time may no longer enroll in the Graduate School. No student who is on probation shall be eligible to receive a degree.

This amendment shall become effective with the Winter Quarter 1945-1946.

Upon motion, this recommendation was approved.

18. That the foreign language requirement of the Graduate School which reads:

"Unless exempted by the Graduate Council on recommendation of the major department concerned, every graduate for the Master's degree shall possess a reading knowledge of one foreign language as determined by examinations administered by the major department, at the beginning of the last quarter of candidacy,"

be revised to read as follows:

Every candidate for the Master's degree shall possess a reading knowledge of at least one foreign language as determined by examinations administered by an examining committee composed of members of the language department or departments concerned, and a representative of the department in which the student is doing his major work. The major department shall stipulate what language will be acceptable.

This revision to become effective with the Winter Quarter 1945-1946.

Upon motion, this recommendation was approved.

19. That the following recommendations be referred to the Executive Committee with power:

a. That the School of Social Work be authorized to grant the professional degree M.S.W. (Master of Social Work) for satisfactory completion of the approved two-year curriculum in social work.

b. That as soon as the second year program leading to the professional degree in Social Work is fully accredited by the American Association of Schools of Social Work, the School of Social Work be authorized to accept no new candidates for the Certificate in Social Work.

19½. That applicants for admission to the School of Social Work be evaluated as follows:

I. Candidates for admission must be graduates of regionally approved colleges or universities.

II. Twenty semester hours in Social Sciences shall be presented from the following fields:

Sociology	Political Science
Economics	Anthropology
History	Psychology

a) A distribution in at least four of these fields is desired.

III. One may enter with deficiencies in the Social Sciences but be required to remove these deficiencies in course.

IV. Candidates must qualify as to personal fitness by means of:

a) Three to five letters of recommendation attesting to maturity, poise, ability to get along with others and special aptitude for social work.

b) Autobiographical sketch from applicant providing an analysis of himself.

V. Personal interview.

a) All applicants in the Washington area or conveniently near.

b) Any applicant about whom there is question.

VI. Graduates of class "B" colleges may be admitted as "Special Students" not candidates for degrees, under same conditions as admitted to the Graduate School.

a) Upon completion of 30 quarter hours of work earned with a "B" average and upon recommendation of the Faculty of the School of Social Work, a special student may become a degree seeking student.

VII. Graduates of unaccredited colleges may be admitted as "Special Students" under same conditions as admitted to the Graduate School.

a) Upon the completion of 45 quarter hours with an average of "B" and upon the recommendation of the Faculty a student so classified may become a degree seeking student.

VIII. Any degree seeking student who fails in two subjects shall cease to be a candidate for a degree.

IX. "Special Students" must justify their continuance in class by maintaining a high degree of competency in their work. Failure to do so will mean that they will be required to discontinue.

X. The grades used shall be A, B, C, D, F, WP, WF, and I.

a) Any grade below "C" may not be counted towards a degree in Social Work.

b) The grade of "I" shall carry with it the written reason why it was given on the reverse side of the Instructor's report of Grade Sheet.

c) All grades of "I" must be removed within the two succeeding quarters unless by written permission of the Director.

Upon motion, this recommendation was approved.

20. That the following recommendation be referred to the Finance Committee in connection with the budget:

"That a comprehensive system of scholastic aid to highly qualified students be established. Such system to provide fifteen (15) fellowships of $300.00 each and thirty (30) tuition scholarships amounting to approximately $150.00 each."

Upon motion, this recommendation was approved.

21. That the following recommendation be referred to the President with power:

"That the Faculty of the College of Liberal Arts return to the semester system."

Upon motion, this recommendation was approved.

22. That Lloyd H. Bailor, Instructor in Economics, be granted an extension of his leave of absence for the academic year 1945-46, without pay, in order to continue as Executive Secretary, War Shipping Panel, National War Labor Board; this leave to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was approved.

23. That Lois M. Jones be promoted from the rank of Instructor to Assistant Professor of Art, at a salary of $2,500.00.

Upon motion, this recommendation was approved.

24. That Williston H. Lofton be advanced from the rank of Instructor in History to the rank of Assistant Professor of History, for a period of two years, 1945-46 and 1946-47 (according to the tenure regulations which provide that "Assistant Professors shall be appointed for an initial period of two years, and shall be subject to reappointment or promotion"), at a salary of $2,300, an increase of $500, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1947.

Upon motion, this recommendation was approved.

25. That the salary of Carroll L. Miller, Instructor in Education, be increased from $1,800 to $2,200, an increase of $400, subject to any and all reductions.

Upon motion, this recommendation was approved.

26. That the resignation of Jesse W. Lewis, Assistant Professor of Commerce and Finance, be accepted, effective at the end of the Fall Quarter, 1945, December 30, 1945.

Upon motion, this recommendation was approved, and the Secretary was direct-

ed to convey to Mr. Lewis the thanks of the Board of Trustees for his years of faithful service to the University.

27. A committee of the faculty of the College of Liberal Arts appeared before the Committee on Instruction and Research and presented a report on salaries in the College of Liberal Arts and the Graduate School and requested an increase in the basic salary scale now in existence in those two colleges.

The Committee on Instruction and Research understands the situation and is in sympathy with the request of the committee. At present the President of the University is attempting to secure salary increases from the federal government through a deficiency request based on Public Law 106.

The Committee on Instruction and Research recommends that the request of the faculty committee be held under consideration until the president has completed his efforts to secure an appropriation based on Public Law 106.Meanwhile the Committee appreciates the efforts of the faculty committee and wishes that committee to continue its studies and hold itself in readiness to give further assistance to the Committee on Instruction and Research as it may be needed.

Upon motion, this recommendation was approved.

28. A committee from the United Federal Workers of America, C.I.O., Local 10, appeared before the Committee on Instruction and Research, and submitted a statement and request for recognition as a bargaining agent.

The Committee on Instruction and Research recommends that the Board adopt the following:

THE STATEMENT OF POLICY

1. The Board of Trustees recognizes and respects the democratic right of the teachers and the non-teaching employees of Howard University to negotiate with the University through representatives of their own choosing regarding the terms of their employment.

2. The Board of Trustees further recognizes and respects the democratic rights of their teachers and non-teaching employees to join labor unions and, if they choose, to negotiate with the University regarding the terms of their employment through the agency of their union.

3. Whenever it shall be determined that a majority of the teachers or of the non-teaching employees have freely chosen a labor union or other specifically identifiable person or group of persons to negotiate for them collectively regarding the terms of their employment, the Board of Trustees of Howard University will officially recognize the said freely chosen representatives of the teachers or of the non-teaching employees for that purpose, and will, through their regular channels of administration, appoint University representatives to negotiate with them, subject to the approval of the Board of Trustees and subject to the further approval of the Administrator of the Federal Security Agency of the Government of the United States.

4. The Board of Trustees of Howard University, being a trusted agent of the Government of the Uni ted States in the expenditure of public funds appropriated for education, stand under the obligation to spend all funds appropriated by the Government in accord with the purposes and with the terms for which the

appropriations are made; and they stand under the obligation to present, by procedures prescribed by the Government, all proposals for increased expenditures from Government funds beyond the current budget, for approval in advance by the duly authorized agency of the government, and to make no contractual commitments regarding such increased expenditures from Government funds in advance of the actual appropriation of funds for the purpose. Scrupulous regard for these obligations of the Board of Trustees of Howard University to the Government of the United States shall be understood to be a basic condition governing all negotiations of the University respecting terms of employment.

RESOLUTION

Whereas Local No. 10 of the United Federal Workers of America has presented the claim that it now represents a majority of the non-teaching employees of Howard University, it is hereby provided that, within a period of not less than 30 days or more than 60 days, an election shall be held, under circumstances mutually agreeable to the University and to the Union, in which the non-teaching employees of Howard University shall be invited to vote by secret ballot on the question as to whether they do choose Local No. 10, United Federal Workers of America, to be their representatives for the purpose of negotiating for them collectively in matters affecting the terms of their employment.

If as a result of this election, it shall be determined that Local No. 10 of the United Federal Workers of America has in fact been so chosen, the President of the University shall immediately recognize this union as the official representative of the non-teaching employees of the University for negotiations affecting the terms of employment and he shall cause these negotiations to proceed within the terms of the policy above defined.

Upon motion, the above statement of policy and resolution were adopted.

COMMITTEE ON THE SCHOOL OF MEDICINE:

The Committee on the School of Medicine submitted the following recommendations:

29 That the recommendation for the establishment of a formal course in Medical Technology be referred to the President with power in connection with the budget.

Upon motion, this recommendation was approved.

30. That the appointment of William W. Brice as Technician (Assistant Chemist) in the Division of Service and Supplies, full-time, at a salary of $1,620 per annum, beginning August 1, 1945 and expiring automatically on June 30, 1946, be referred to the President with power.

Upon motion, this recommendation was approved.

31. That the Trustee regulation governing consultative practice by members of the clinical faculty of the College of Medicine be extended one year, i.e., until June 30, 1946, without change.

Upon motion, this recommendation was approved.

32. That the leave status of Dr. James Lowell Hall, Professor of Medicine, be continued for one additional year, beginning July 1, 1945, and expiring automatically on June 30, 1946, while Dr. Hall continues in his position as Superintendent of Freedmen's Hospital.

Upon motion, this recommendation was approved.

RESOLUTION RE DR. WALTER G. CRUMP

33. That the following resolution with respect to Dr. Wa lter G. Crump, late member of the Board of Trustees, be adopted:

The passing of Dr. Walter G. Crump, famous surgeon, and respected and honored member of the Board of Trustees of Howard University, was the cause of deep and profound sorrow on the part of the whole University community. Dr. Crump was elected to membership on the Board of Trustees at its June meeting in 1927. His acceptance of membership was no idle gesture, for with his acceptance of membership he gave of his time and talent to help make the Howard University of today.

Dr. Crump as a surgeon was nationally known; his time was greatly in demand, nevertheless he would always find time to give out of his wide and varied experience that which has meant so much to Howard.

The Board is indeed conscious of his worth as one of its members, and in appreciation of the fine services rendered by him, the Board of Trustees in meeting assembled this the 23rd day of October, 1945, take this time to pay tribute to this great humanitarian and to acknowledge its great indebtedness for the help he so willingly gave during the years.

THEREFORE, BE IT RESOLVED, that this expression of loss at his passing and the gratitude for what he has been to Howard University, be spread upon the minutes of the Board of Trustees and a copy sent to the bereaved family.

Upon motion, this resolution was adopted.

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34. Upon motion, it was voted that the Secretary of Howard University be directed to convey to the Honorable Paul V. McNutt, Administrator, Federal Security Agency, on behalf of the Board of Trustees, its appreciation and thanks for the interest manifested by him in Howard University, and to wish him success in his new position as High Commissioner to the Philippines.

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35. Upon motion, it was voted that the Vice-Chairman of the Board of Trustees be authorized to appoint representatives of the Board of Trustees to serve on a Survey Committee being set up under auspices of the Federal Security Agency pursuant to appropriation by the Congress of the United States to survey Howard University. The Vice Chairman of the Board appointed the following: Dr. P. B. Young, Dr. Jacob Billikopf, Attorney W. Justin Carter and President Mordecai W. Johnson.

36. Upon motion, the Secretary of the University was directed to send a telegram to Dr. P. B. Young, extending the greetings of the Board of Trustees and its regrets that he was not able to be present at the meeting due to the illness of his wife together with the prayerful hope for the speedy recovery of Mrs. Young.

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

Howard University
Washington 1, D.C.

RECEIVED
DEC 28 1945
Southern Regional Council

December 25, 1945

To the President and the Board of Trustees of Howard University

Ladies and Gentlemen:

After forty (40) years of service as a teacher at the University, I am about to retire. Naturally, at such a time, I am thinking. High up among the subjects of my thought is Howard University. It was the supreme aim of the Founders of Howard University to make it the most cosmopolitan and the most democratic university in the United States. To a remarkable degree, they were successful. But not entirely so. Today, we have the opportunity to finish the work which they so bravely and so unselfishly began. To that end - for my part, I am taking the liberty to write you concerning the "Four Freedoms" at Howard University or concerning Suggestions for the Reorganization of the Board of Trustees. Your part - to that same end, is far more important and far more difficult.

It was one of the aims of the Founders of Howard University to guarantee at the University what are today known as the "four freedoms". Freedom of religion was the first achieved, notwithstanding the fact that religious toleration was, at first, officially denied. In 1867 a resolution was passed by the Trustees which compelled all members of the teaching and office staff of the University to belong to some evangelical church. This resolution prevented many friends of the new University from joining the Founders sorely in need of their help. So in 1868, in order to appoint John M. Langston head of the new Law Department, this resolution was rescinded. Since then, Jews and Gentiles, Catholics and Protestants and members of all religious faiths have been welcomed at the University.

Freedom from want, freedom of speech and freedom from fear have not been achieved so completely. A long step towards freedom from want was made when the Founders under the leadership of Oliver Otis Howard, received from the Federal Government, through the Freedman's Bureau about $528,955.95 between 1867 and 1873. A longer step was made in 1879 towards freedom from want when the Trustees under the leadership of William Weston Patton persuaded the Federal Government to appropriate annually a sum of money for the support of the University. This was a gift--merely a gift--which could be discontinued at any time. Fortunately it has been continued; and has increased in amount year after year. But since it was a gift and since it had been temporarily withheld, there was always a fear that it would, sooner or later, be permanently withheld. This fear was dispelled in 1928 when, under the leadership of Mordecai Wyatt Johnson, the Federal Government legalized the appropriation. These annual appropriations to date, 1945, have amounted to $20,193,439.01.

This guaranteed annual appropriation and other sums of money from individuals and from organized philanthropy, relieved the Trustees. But the allocation of this income among the teachers and officers and other employees of the University, has been a constant source of fear on the part of many of them. Some means, however, has always been found by the Trustees to allay, somewhat, this fear. In the early days of the University, by practically guaranteeing a life-tenure to each employee, the future of each was made a little brighter.

When in 1933 this guarantee of life-tenure was withdrawn, a plan of retirement at 65 with a small annuity, was established. Nevertheless, a reasonable fear still exists on the part of many of the 698 employees of the University, that the Board of Trustees whose duty it is to allocate the University funds, is not sufficiently hedged about with checks and balances to compel it to act justly. Many of the employees feel that the Board should be directly responsible to some out-side authority to which each employee may appeal from its decisions.

Practically, the Board of Trustees of Howard University is not responsible to any authority. It is self-perpetuating. Its twenty-four (24) members include the president of the University and three (3) members who are nominated by the General Alumni Association of the University. The twenty-four (24) members are divided into three (3) groups of eight (8) members each. The terms of the members of one group expire each year. These eight (8) members may be reelected or eight (8) new one may be elected. The term of each member is three (3) years. The Board meets biannually; but may meet at any time if called in extra session. Nine members constitute a quorum. Between the meetings of the Board, nine (9) standing committees manage the affairs of the University. Chief among these committees, is the executive committee. This committee, composed of five (5) members, during the absence of the Board, exercises the authority of the Board. All committees are appointed by the chairman of the Board. This chairman is elected annually by the Board and, in addition to being the chairman of the Board, is a member, ex-officio, of all committees. The president of the University is also a member, ex-officio, of all committees of the Board.

This concentration of authority has enabled the Board to accomplish much good during the 78 years of the life of the University. But—as has been well said—a government is good not because it is benevolent but is good, if it is so hedged about with checks and balances that it cannot possibly be bad. These necessary checks and balances are wanting at Howard University. And it is the absence of them upon the Board and Administration which makes freedeom of speech and freedom from fear practically impossible. To provide these restraints the Charter and By-Laws of the University must be amended. The Board must cease to be self-perpetuating. It must be responsible to some out-side authority. And, in addition, the personnel of the Board and the personnel of the Administration must be more sharply defined.

Self-perpetuating boards of control of higher education in the United States were first made popular in 1819 by the decision of the Supreme Court in the celebrated Dartmouth College Case. By that decision the people of New Hampshire lost their fight to amend the royal charter of Dartmouth College which had been granted by George III, King of England in 1769. Soon after that decision, the religious denominations in the United States, feeling that their investments would be secure against the rising tide of Democracy, opened schools of higher learning in the South and West and put them in control of self-perpetuating boards. These schools rendered a great service. But the people were not satisfied with their higher education under the control of oligarchies. Through their legislatures, they established state schools of higher learning. Finally the Federal Government established for the people land-grant colleges. These colleges by the people and for the people were extremely democratic in control. And justly so. For while a private school may be justly controlled by an oligarchy, a public school

should be controlled by the people. On the other hand, a semi-public school like Howard University, should be controlled in some other way.

Corporations organized for business are controlled by those who have the most interest in the business--the stock-holders. Likewise a university should be controlled by those most interested in it. Those most interested in Howard University are: the people of the United States who through their taxes ($20,722,394.96 from 1867 to 1945) help to support the University; the Alumni of the University who advertise it and sell it to the people; and the employees--teachers, librarians, clerks and others whose labor and devotion make the University a success. These three groups should control the Board of Trustees of Howard University; and furthermore, the Board of Trustees should be modernized in many ways.

Educators today are of the opinion that the boards in control of higher education should be smaller than at present; that the maximum term of service of each member should be shorter; that the boards should operate through fewer standing committees; and that they should be composed of elected representatives chosen by the various groups which support the school. The Board of Trustees of Howard University, therefore, might be reduced to nine (9) members; the maximum term of service of each member might be nine (9) years; the nine (9) standing committees might be reduced to three (3); and the interested groups might well be represented as follows: the Alumni by three (3); the employees by two (2); the people of the United States through the Bureau of Education of the United States by two (2); and there should be two (2) at large elected by the seven (7) above during or before their fourth, regular, monthly meeting.

Why should there be a Board of nine (9) members at Howard University and not one of twenty-four (24) as at present? Why sould nine (9) years be the maximum term of service of each member and not a term as long as 40 years as has been the case? Why should three (3) standing committees replace the nine as at present? Why should the employees of the University be represented on the Board?

It is agreed by educators today that a board of from five (5) to ten (10) members is the best in size for a university. When boards are larger the responsibility for any action is difficult to place. This is especially true since large boards always operate through many standing committees. Then, too, when boards are large, a few members always control. This control by a few is made still easier by the fact that a very small number always constitutes a quorum. Nine constitute a quorum at Howard University. A board of nine is large enough for Howard University because 9 will provide members enough for a reasonable representation of each of the three (3) groups to be represented. It is also agreed by educators that the term of service of each member should be long enough to give continuity to the board and permit it to project and accomplish a long-term plan. A term of eight (8) years is considered adequate. At Howard University nine (9) years is best since nine years will permit each member to serve a maximum of three (3) terms of three (3) years each. In the past, terms as long as from twenty (20) to forty (40) years are numberous. Three standing committees will suffice for Howard University; a finance committee of three (3); a committee on buildings and grounds of two (2); and a committee on teachers, instruction, librarians, clerks, and maintainance personnel of four (4). It is proposed to abolish the executive committee. The Board as a whole will act. It will meet monthly. Five (5) will constitute a quorum. These changes in the

Charter and By-Laws of Howard University will place a deep responsibility upon each member of the Board, will challenge each member's presence at every meeting of the Board and his best judgment always.

That upon such a modernized Board of Trustees, should sit representatives from the three (3) groups mentioned above, will require but little argument. That the people of the United States should be represented through the Bureau of Education of the United States, is self-evident. The people have given in taxes to Howard University during the seventy-eight (78) years of its life millions of dollars. That the Alumni of the University should be represented has been conceded by the Board of Trustees. For in 1924 the Alumni were given a form of representation. The Association nominates three (3) persons each year and of the three (3), the Board elects one. Finally, that the employees should be represented on the Board, has also been conceded; for the teachers were represented prior to 1875.

From 1867 to 1875 teachers were on the Board. During 1875 faculty representation was discontinued. In 1889 the teachers petitioned asking representation again. The president of the University, William Weston Patton, opposed the petition and led the fight of the Board against the teachers. He said, faculty representation on the Board had been tried and had been discontinued by the Board because the teachers' representatives made trouble in the meetings. The representatives of the teachers were, no doubt, faithful tribunes of the teachers. Patton also said in opposition that the president of the University had been placed on the Board especially to represent the teachers. This was not a fact. For from the beinning of the University, the president had been a member of the Board. And, concurrently, prior to 1875, the teachers had a representative on the Board, who was not the president of the University.

While the teachers lost their fight at that time for representation on the Board, they did accomplish something. Patton's statement that the president of the University had been made a trustee to represent the teachers, confirmed the teachers in their belief that they should have representation. Patton made another statement at that time which was very significant. He said: "Employees cannot also be employers." Evidently he had forgotten that, at the time he made the statement, he was an employee and also an employer. He was at that time, a teacher in the Theological Department of the University and received a part of his annual salary from the budget of that Department. While the teachers lost their chief point in 1889, the fact that "employees cannot also be employers" will help in the effort to separate the personnel of the Board and the personnel of the Administration. This separation is essential if freedom of speech and freedom from fear are to be guaranteed at the University.

For it is this Board---a combination of the Board of Trustees and of the Administration---which makes all of the rules and regulations that govern the employees of the University. It is this Board which executes all of the rules and regulations of the University. And it is this same Board which is the judge of all infractions of its own rules. Upon this all-powerful Board, is the president of the University. And, of all of the trustees, the president is the most influential. Not only is he a trustee, with all of the rights of any other trustee, but he is also a member, ex-officio, of all committees of the Board. An appeal of an employee against a decision of the Board or against a decision of the president of the University, a member of the Board, would not, under such circumstances, be considered disinterestedly by the

Board. "Employees cannot also be employers." The president of the University is an employee. And like all other employees should be responsible to a board upon which he has no undue influence. The president of the University should make his reports and recommendations to the Board, explain them and retire.

It behooves those who support Howard University to create a democratic board of trustees with adequate safeguards against possible inequities. That is what other groups which support a semi-public university like Howard University, are doing. The history of Cornell University furnishes an excellent example of a self-perpetuating board becoming more and more democratic in composition. In 1865, the State of New York granted the Incorporators of that University a charter which provided for a self-perpetuating board of trustees. The ten Incorporators and seven representing interested groups, named in the charter, were authorized to elect eight others. These twenty-five persons constituted the board of trustees. Before the University opened this self-perpetuating board of trustees began to change to a democratic one. In 1867, "Alumni Trustee elections" were authorized. Later, other groups were permitted to elect trustees. In 1906 the farmers of the State through their Grange were granted permission to elect a trustee. By 1936 representatives of the faculty were attending the meetings of the Trustees but without a vote. Today, 1945, the Governor of the State appoints a certain number of trustees to represent the tax payers of the State. There are also ex-officio members on the Board. These ex-officio trustees represent various interested groups in the State and have a vote. For example, among these ex-officio members, is the oldest male lineal decendent of Ezra Cornell, who is a member of the Board for life. The president of the University is also a member ex-officio. And there are others. Finally, to guarantee religious freedom at Cornell, the charter contains this statement: "But at no time shall a majority of the Board be of one religion or of no religion."

When it is recalled that Cornell University, located in 1865 in Ithaca, New York, was half-way between Dartmouth College in the "Old East" and the University of Michigan located in the "New West", it is not surprising to find in its organization evidence of influence from both. Fortunately, Cornell University faced the West, resolutely, and moved philosophically, in that direction. Howard University, likewise, must also move forward. It must become more democratic in its Board of Trustees.

Signed:

Respectfully yours,

Walter Dyson

Walter Dyson,
Professor of History.

INFORMAL MEMORANDUM TO THE INDIVIDUAL MEMBERS OF THE
BOARD OF TRUSTEES OF HOWARD UNIVERSITY

While the immediate reason for this memorandum is a very recent occurrence, it results more basically from a growing conviction that all is not well with Howard University. I shall begin with the particular and lead up to more general expressions of concern.

1. Without informing the Deans and other office chiefs of new classification grades and basic salaries proposed for their staffs, or seeking their advice or recommendation with reference thereto, the University has put into effect a new basic salary classification scheme affecting all non-teaching positions.

2. The salaries assigned to individuals under the scheme thus adopted apparently are the minimum in all grades with no credit for experience, length of service or special qualifications of the incumbent.

3. In the School of Law, the Secretary to the Dean (rated as CAF-3) and the Stenographer-Clerk for the Faculty (rated as CAF-2) seem materially underclassified, quite apart from the failure to take into account experience, seniority and special training. Similar situations apparently obtain in other areas of the University.

4. The entire classification scheme is based upon a study completed in 1944 but never made accessible to the Deans and heads of offices whose staffs are affected, although the Dean of Law at least requested of the President permission to see the proposed new classifications many months ago and on two separate occasions.

5. On February 4, 1946, with the new classification scheme to take effect in the pay checks to be released February 5, 1946, the Deans received their first information as to the assigned classification grades, new basic salaries and new rates of total compensation to be paid to the members of their staffs.

6. It is inevitable that a classification of some 300 jobs thus accomplished and put into effect without the benefit of examination by and suggestions from the Deans and administrative officers will contain glaring inequities for the very reason that the initial attempt to classify each job by itself has not been followed by a process of coordination to prevent gross disparities whether within a single office or between comparable operations in different offices.

7. When on February 4, 1946, the Dean of Law remonstrated with the President on the impropriety of the procedure above outlined, the secrecy attendant thereto and the presentation of new classifications and rates of pay to the Deans for the first time as fait accompli after they have been decided upon and put into effect, the President took the position that there was no occasion to consult with the Deans before adopting the new salaries and the new classification scheme and that any apparent individual injustices were the fault of

the employee and Dean concerned for failing to submit a sufficiently impressive and detailed job description at the time of the 1944 study.

8. When the Dean of Law advised the President that the School of Law was unwilling to accept this as concluding the matter, the President replied that the Dean might do whatever he chose about the situation.

In determining a course of action I have been impelled by several considerations. Two employees of my staff have in my judgment received unjust treatment in the new salary plan and although the basic salary study was undoubtedly conducted in all honest and good faith, it is my responsibility to seek correction of errors affecting the law school; a responsibility which I have tried to discharge in part by both oral and written representations to the President requesting the reclassification of these employees. But more important, the fact that so far reaching a thing as reclassification and pay revision for some 300 non-teaching employees has been accomplished without the advice or consent of, or even an opportunity for recommendation from, the Deans and administrators concerned is a significant and serious revelation of the failure of the internal machinery of the University to function properly. While the Trustees and President appear to believe that the University is functioning smoothly, the student body, faculties and Deans - if my observations are correct - have a constant and increasing sense that the fact is otherwise. Whether we consider the stresses involved in the organization of a strong labor union on the campus, the continuing undercurrent of undergraduate dissatisfactions, the Medical School troubles, the studies and recommendations of committees on various areas of University life without apparent result, or the matter which is the immediate subject of this memorandum it seems clear that something is radically wrong.

I have concluded that I can do no more, and should do no less, than to express my firm conviction that our internal condition is not healthy, and to attempt to arouse in the Board of Trustees a critical concern which, in all respect, seems to be lacking. I believe the Trustees owe the University more time, more intimate study of its problems, more contact with its students, faculty and administration then they now give. This is in a sense an imposition on very busy people. But Howard University is a very important and rather large and complex institution.

So far we have avoided any major breakdown in our internal machinery. I am not sure that this fortune will continue to attend us as we now are going. If the Board of Trustees can and will for a period of time place us under searching scrutiny and serious and continuing observation and study we will, I believe, profit immeasurably.

William H. Hastie

Dean, School of Law

February 11, 1946.

Howard Univ.

HOWARD UNIVERSITY
WASHINGTON, D. C.

OFFICE OF
THE SECRETARY

February 21, 1946

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Southern Regional Council

Dr. Guy B. Johnson
Room 432, 63 Auburn Avenue
Atlanta 3, Georgia

Dear Dr. Johnson:

I have been directed by the Chairman of the Executive Committee, Dr. Jacob Billikopf, to transmit to you the enclosed official excerpt of the Minutes of the Executive Committee for Friday, February 15, 1946, for your information.

Sincerely yours,

James M. Nabrit, Jr.
Secretary

JMN:w
Enc

1. The President of the University brought to the attention of the Executive Committee the matter of the "Informal Memorandum to Individual Members of the Board of Trustees of Howard University", signed by "William H. Hastie, Dean, School of Law," in which the writer made certain general observations regarding the state of the University and in which he sounded an alarm regarding the possibility of a major breakdown in the internal machinery of the University.

2. The Executive Committee took cognizance of the fact that this memorandum was sent to the individual members of the Board of Trustees in a manner contrary to the regular procedures approved in the By-Laws of the Board of Trustees, but they agreed with the feeling of the President of the University that an alarm regarding the possibility of a major breakdown in the internal machinery of the University, so urgently communicated by a major member of the official staff of the University, should receive immediate and thorough consideration.

3. The Executive Committee, therefore, invited Dean Hastie to appear before them and to read a further memorandum which the President had previously requested him to write, enlarging upon the specific matters which, in his judgment, were supportive of his alarm regarding the possibility of a breakdown in the internal machinery of the University.

4. Dean Hastie appeared before the committee and read the additional memorandum, and the Executive Committee conferred with him for fully one hour and a half, cordially offering him every opportunity to supply facts and information supporting the alarm which he had sounded.

5. During this hearing the Executive Committee found no basis for the alarm sounded.

6. At the conclusion of the hearing the Executive Committee expressed the unanimous opinion that in all fundamental ways the affairs of the University are going forward in a satisfactory manner.

HOWARD UNIVERSITY
WASHINGTON, D. C.

OFFICE OF
THE SECRETARY

March 28, 1946

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NOTICE OF THE ANNUAL MEETING

BOARD OF TRUSTEES

Notice is hereby given of the Annual Meeting of the Board of Trustees of Howard University to be held at ten o'clock Tuesday morning, April 9th, 1946, in the Treasure Room of Founders Library, University Campus.

Please advise if you will be able to attend this meeting.

James M. Nabrit, Jr.
Secretary

JMN:w

Dr. Guy B. Johnson
Atlanta, Georgia

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MURAL *"The Student"*

By ABRAHAM JOEL TOBIAS

FOUNDERS LIBRARY, HOWARD UNIVERSITY

WASHINGTON, D. C.

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MINUTES OF THE BOARD OF TRUSTEES
HOWARD UNIVERSITY
WASHINGTON, D. C.
APRIL 9, 1946

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MINUTES OF
BOARD OF TRUSTEES
HOWARD UNIVERSITY
WASHINGTON, D. C.
APRIL 9, 1946

The Annual Meeting of the Board of Trustees of Howard University was held Tuesday morning, April 9, 1946, in the Treasure Room, Founders Library, University Campus, Dr. P. B. Young, Chairman, presiding, beginning at 10:00 o'clock.

Present at the meeting:

Dr. P. B. Young, Chairman of the Board of Trustees
Dr. George W. Coleman, Vice-Chairman of the Board of Trustees
Dr. Mordecai W. Johnson, President of the University

Dr. Louise C. Ball	Dr. Charles H. Garvin
Dr. Jacob Billikopf	Dr. Richard W. Hale, Jr.
Dr. Sara W. Brown	Dr. Guy B. Johnson
Mr. W. Justin Carter	Mr. Loriner D. Milton
Mr. George W. Crawford	Judge Myles A. Paige
Dr. Dorothy C. Fisher	Dr. Peter Marshall Murray
Mr. F. E. DeFrantz	Dr. C. C. Spaulding
Mr. Lloyd K. Garrison	Dr. Channing H. Tobias

Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Excuses were rendered for Attorney Capehart, detained on account of legal business in connection with the mine strike; Mr. Deyber who was in attendance upon a meeting of his bank; Dr. Thomas Jesse Jones, who was ill, and Dr. Floyd Reeves.

Prayer by Dr. Tobias.

1. The Minutes of the Semi-Annual meeting of the Board of Trustees, held October 23, 1945, having been sent in advance to members of the Board for review, were, upon motion, approved and ratified.

2. The Minutes of the meetings of the Executive Committee, held November 16, 1945, January 18, 1946, February 15, 1946 and March 15, 1946, having been sent in advance to members of the Board, were, upon motion, approved and ratified.

PRESIDENT'S REPORT

3. The President made a very informative and inspiring report on the status of the University, and stated that his recommendations would be included in the budget and in the report of the various committees.

REPORT OF THE SECRETARY

4. The Secretary of the University stated that his report had been sent in advance to the members of the Board of Trustees.

REPORT OF THE TREASURER

5. The Treasurer of the University stated that his report would be embodied in the Finance Committee's report.

STANDING COMMITTEES

EXECUTIVE COMMITTEE:

6. The Chairman of the Executive Committee stated that the report of the Committee was embodied in the minutes of the Executive Committee.

FINANCE COMMITTEE:

The Finance Committee submitted the following report and recommendations:

REPORT OF THE FINANCE COMMITTEE

7. (1) The accumulated deficit of the University at June 30, 1945, was $ 86,656.25

(2) The estimate of income approved by the Board at the meeting April 10, 1945, was $1,801,874.00

To which may be added:

a. probable increase in student fees	37,858.00
b. increase in Government Appropriation for salary increases	201,500.00
c. additional receipts from ASTP	6,753.00
d. increase in Gifts, including $17,924 from United Negro College Fund	19,171.00
e. probable increase in Dental Infirmary receipts	6,000.00
f. probable increase in service enterprise and other income	9,337.00
Revised estimate of income	$ 2,082,493.00

(3) Appropriations in the budget approved April 10, 1945, amount to 1,802,280.00

To which should be added:

a. voted increases in Administration	31,699.00
b. voted increases for Instruction	159,218.00
c. voted increases for Library	10,813.00
d. voted increases in Operation and Maintenance	42,185.00
e. voted increases in service enterprises	21,180.00
f. payment on microscopes	2,029.00
g. voted overtime and night differential pay	15,639.00
	2,085,043.00

(4) With a possible deficiency of 2,550.00

(5) To which should be added projects approved or required and not yet budgeted:

a. housing for veterans	$ 13,000.00	
b. shooting gallery	6,000.00	
c. dramatic laboratory theatre	6,500.00	
d. Kelly Miller house	5,200.00	
a total of		30,700.00
With an increase in the deficit to		$ 119,906.25

Item (a) and (b) appear mandatory; only such portions of (c) and (d) will be done as can be completed from other savings in the budget.

(6) Total income expected for 1946-1947	$ 2,183,520.00
Base expenditure budget for 1946-1947, including 1945-1946 budget approved by Board of Trustees, plus all salary increases authorized as result of special Deficiency Appropriation, plus all new current appropriation items now pending in the bill before Congress, minus $37,430 of items transferred temporarily to Freedmen's Hospital budget	2,135,548.00
Maximum sum remaining for increased items approved at this meeting of the Board of Trustees and to be approved by the Executive Committee of the Board of Trustees, after the passage of the Appropriation Bill	47,972.00

RECOMMENDATIONS:

8. That the Board of Trustees authorize a balanced budget composed of $2,183,520.00 of income and expenditures, the expenditures to be divided in two parts, as follows:

a. Basic budget of all Administrative and Educational service and Non-Educational divisions in the amount of	$2,135,548.00
b. Further items approved by the Board of Trustees today and to be approved by the Executive Committee hereafter	47,972.00

Upon motion, this recommendation was approved.

9. That the Board of Trustees approve the sale of the property known as Lot 82 in Square 2866, otherwise designated 2509-11 - 14th Street, N. W., owned by the Endowment Fund at a price of $36,000 with a minimum of $10,000 in cash, the balance to be payable at the rate of $150.00 per month with 4% interest on the unpaid balance, entire balance to be due in five years from the date of purchase; and authorize the President and Secretary of the Uni versity to execute the resolution and other documents necessary to accomplish this.

Upon motion, this recommendation was approved.

10. That the Board of Trustees approve the sale of the property known as 1508 Lombard Street, Philadelphia, Pennsylvania, for $5,000.00, $1,000.00 in cash, with the note for the balance secured by deed of trust and payable $50.00 per month , with interest of 6% on the unpaid balance; and authorize the President and Secretary of the University to execute such resolutions and other documents as may be necessary to accomplish this.

Upon motion, thi s recommendation was approved.

11. That the Board of Trustees approve the sale of the property known as 818 French Street, Wilmington, Delaware, for $5,000.00, all cash; and authorize the President and Secretary to execute such resolution and other documents as may be necessary to accomplish this.

Upon motion, this recommendation was approved.

12. That the Board of Trustees approve the proposal of the National Capital Park and Planning Commission, subject to agreement by the District Commissioners to close the extension of Fairmont Street, the extension of Fourth Street at MacMillan Park Drive and the closing of certain alleys on property adjacent to Gresham Place and Harvard Street, and that Howard University transfer a small tract of land on Fourth Street to the District of Columbia, and that the Secretary and Treasurer be authorized to execute the necessary papers.

Upon motion, this recommendation was approved.

13. That the Board of Trustees approve appropriation of $13,000.00 for use as the University's share in the construction of the veterans housing project on the nursery lots at the north end of the reservoir.

Upon motion, this recommendation was approved.

14. That the Board of Trustees approve appropriation of $6,000.00 for alterations to the north end of the gymnasium building for use of the shooting gallery and for alterations in the Home Economics Building to house certain facilities that have to be moved from the gymnasium to make way for the shooting gallery.

Upon motion, this recommendation was approved.

15. That the Board of Trustees approve appropriation of $6,500.00 for the construction of the laboratory theatre in Spaulding Hall for the Dramatic Division of the Department of English.

Upon motion, this recommendation was approved.

16. That the Board of Trustees approve appointment of the firm of Robinson and Williams of 1927 - 11th Street, N. W., already appointed architects for the two women's dormitories, as architects for the five building projects, - two units of women's dormitories, dental college building, engineering and architecture building and auditorium building.

Upon motion, this recommendation was approved.

17. That the Board of Trustees accept the gift of $5,000.00 by Professor George Morton Lightfoot, Professor Emeritus of classical languages, to invest and re-invest the fund as they shall deem most advantageous, the annual income to be

awarded to a student or students in the undergraduate colleges majoring in the classical languages.

Upon motion, this recommendation was approved.

In accordance with Article V, Section 3, of the By-Laws, as amended April 14, 1936, the Finance Committee reports the following changes in investments since the report of the October meeting:

18. Securities Sold or disposed of October 1, 1945 through March 31, 1946:

Security	Authorized by Finance Committee	Par Value	Book Value	Realized at Sale	Profit or Loss * on Sale
Stocks					
The North American Company 6% Cumu. Pfd., 100 shares	Called	$ 5,000.00	$ 5,500.00	$ 5,476.13	$ 23.87*
Fire Association of Philadelphia, 150 Shares	6/8/45	7,000.00	9,350.97	8,979.06	371.91*
Bonds					
Electric Power & Light Corp., 5% Gold Deb.	Called	5,000.00	5,123.68	5,300.00	176.32
United Light & Railways Co., 5½ Gold Deb.	Called	10,000.00	9,588.08	10,200.00	611.92
Canadian International Paper Co. 1st Mtge. G/B 6%, due 7/1/49	Called	10,000.00	10,401.67	10,150.00	251.67*

(2) Securities Purchased or Acquired, October 1, 1945 through March 31, 1946:

Security	Authorized by Finance Committee	Par Value	Cost
Stocks			
None			
Bonds			
U. S. of America Treasury Bonds of 1959/62 2¼%	3/13/46	72,000.00	72,231.25
American, British & Continental Corp., 5% Gold Deb.	6/ 8/45	2,000.00	2,050.00
McColl Frontenac Oil Co. Limited 1st Mtg & Collateral Trust 4¼%	4/ 9/45	5,000.00	4,693.75
Massey Harris Co. Ltd. 1st Closed Mtge.,15 yr. 4¼%	6/ 8/45	5,000.00	4,693.75

(3) Principal Payments in Reduction of Mortgages Between October 1, 1945 and March 31, 1946

Mortgages	Square	Lot	Principal Bal.9-30-45	Payments Oct.-March	Principal Bal.3-31-46
McMahon, Robert M. & Ruby A.	Trinidad	66	$ 3,961.87	$ 243.38	$ 3,718.49
Tompkins, Vincent & Grace	63	9	5,534.73	180.15	5,354.58
Blair, Henry B. & Martha L.	Bk. A	12	3,390.73	172.35	3,218.38
Opey, Edith E. & William G.	362	260	4,204.12	108.92	4,095.20
Jackson, Leonard H. & Lillian	366	A	4,279.29	4,279.29	-
Scurlock, Addison N.	393	817	3,359.08	187.97	3,171.11
Greenfield, Annie B.	555	97	2,565.77	95.23	2,470.54
Jenkins, Hugh & Viola	1301	516	2,678.45	162.75	2,515.70
O'Brien, Michael A. & Agnes W.	1301	720	3,685.28	88.71	3,596.57
Reiley, Amos B. & Cora E.	1301	670	3,153.25	93.23	3,060.02
Tatum, Charles & Frances	1305	38	3,754.14	181.08	3,573.06
Clark, Gordon E. & Frances H.	1310	23-42	2,365.71	194.90	2,170.81
Smith, Lloyd E. & Frances	1327	23	3,500.17	214.75	3,285.42
Jacobs, John M. & Edna D.	1353	50	3,455.32	152.64	3,302.68
Gaylord, Mark K .	1810	23	3,239.28	130.86	3,108.42
Wire, Preston E. & Edna E.	1832	32	2,628.33	303.70	2,324.63
Rogers, Fred M. & Ruby	1892	37	3,778.63	210.68	3,567.95
Simms, Joseph B. & Daisy M.	1896	49	3,785.21	494.70	3,290.51
Zackery, Doris & Eleanor	2685	429	278.89	278.89	-
Harris, George A.	2718	848	23,750.00	500.00	23,250.00
Vonkaenel, Paul & Ellie	2788	82	5,716.96	613.49	5,103.47
General Realties, Inc.	2900	5	3,473.76	179.23	3,294.53
Williams, Edward W. & Hattie	3054	20	1,450.00	550.00	900.00
Taylor, Kathryn & Perry	3120	34	3,113.90	88.92	3,024.98
Rosenthal, Joseph B. & Mary	3221	86	2,992.69	177.06	2,815.63
Marks, Albert & Sarah	3252	90	3,839.62	127.29	3,712.33
Tucker, Glenn J. & Hattie L.	3265	202	3,317.06	207.23	3,109.83
Gregory, Florence & Kubel M.	3697	15	7,415.30	143.30	7,272.00
Crandall, Viola M.	3890	115	4,132.35	4,132.35	-
Stemmer, Nellie A.	3976	53	3,221.18	3,221.18	-
Stemmer, Nellie A. & Tucker A.	3976	53	6,000.00	202.02	5,797.98
Young, Louise M.	4059	21	2,714.01	181.55	2,532.46
Twilley, Levin & Mary	4062	80	3,743.57	1,123.90	2,619.67
Rosen, Sarah	4064	89-90	4,039.80	99.06	3,940.74
Long, Julian A. & Viola	4241	52	3,925.85	137.97	3,787.88
Iroff, Abraham & Ida	4470	147	3,752.44	98.66	3,653.78
Taylor, Edw. & Jennie	4470	155	1,820.78	412.89	1,407.89
Gartrell, Lonnie & Josephine	4516	35	1,333.90	198.10	1,135.80
Boggs, William & Julia	4516	24	1,526.19	164.57	1,361.62
Brown, Elsie M.	4544	147	3,199.90	198.25	3,001.65
Houle, Arthur J. & Lucy Y.	5340	22	2,311.80	106.50	2,205.30
Tucker, Edw. L. & Mattie	5678	1-24	6,130.01	166.00	5,964.01
Norton, Clara J.	66AD	2	621.69	226.81	394.88
Total			$167,141.01	$21,030.51	$146,110.50

BUILDINGS AND GROUNDS COMMITTEE:

21. The Chairman of the Committee on Buildings and Grounds stated that its report was embodied in the Finance Committee's report.

COMMITTEE ON INSTRUCTION AND RESEARCH:

The Committee on Instruction and Research submitted the following recommendations:

22. That all war time leaves of absence to members of the teaching staff be brought to an end as of June 30, 1946 with the exception of those teachers in the military service, and that all teachers on such leave of absence be required to return to their duties at the University on or before September 1, 1946.

Upon motion, this recommendation was approved.

23. That all reappointments, new appointments, salary increases, advances in rank, retirements, reinstatements, leaves of absence and terminations of employment be referred to the Executive Committee with power as provided for in the budget.

Upon motion, this recommendation was approved.

24. That the resignation of Gustav Auzenne, Jr., as Assistant Treasurer of Howard University, be accepted effective at the close of business August 31, 1946.

Upon motion, this recommendation was approved.

25. That all terminations of employment of teachers which automatically expire on June 30, 1946, and who are not recommended for reappointment, expire in accordance with their terms.

Upon motion, this recommendation was approved.

26. That John W. Huguley, Instructor in Chemistry, who was on leave of absence during 1945-46, be reinstated as Instructor in Chemistry at a salary of $2,870.00, subject to any and all reductions; this reinstatement to begin September 1, 1946, and to terminate automatically June 30, 1947, in accordance with the terms of his last appointment.

Upon motion, this recommendation was approved.

27. That Myrtle C. Henry, Assistant Professor of English, who was on sabbatical leave of absence during 1945-46, be reinstated as Assistant Professor of English at a salary of $2,980.00, subject to any and all reductions; this appointment to begin September 1, 1946, and to terminate automatically June 30, 1947, in accordance with the terms of her last appointment.

Upon motion, this recommendation was approved.

28. That Ralph J. Bunche, Professor of Political Science, who was on leave of absence during 1945-46, be reinstated as Professor of Political Science at a salary of $4,520.00, subject to any and all reductions; this appointment to begin September 1, 1946, and to continue on indefinite tenure, in accordance with the

terms of his appointment.

Upon motion, this recommendation was approved.

29. That Alain L. Locke, Professor of Philosophy, who was on leave of absence during the Winter and Spring Quarters, 1946, be reinstated as Professor of Philosophy, at a salary of $4,520.00, subject to any and all reductions; this appointment to begin September 1, 1946, and to continue on indefinite tenure, in accordance with the terms of his appointment.

Upon motion, this recommendation was approved.

30. That the salary of the Secretary of the University be increased from $5,500.00 to $6,250.00 a year, representing an increase of $750.00, retroactive to July 1, 1945.

Upon motion, this recommendation was approved.

31. That James V. Herring, Associate Professor of Art, who is now serving on indefinite tenure, be promoted to the rank of full professor of Art, at a salary of $4,520.00, subject to any and all reductions; this appointment to begin September 1, 1946, and to continue on indefinite tenure.

Upon motion, this recommendation was approved.

32. That Frank M. Snowden, Jr., Associate Professor of Classics, who is now serving on an appointment which expires June 30, 1950, be appointed Professor of Classical Language and Literature, at a salary of $4,520.00, subject to any and all reductions; this appointment to begin September 1, 1946, and to continue on indefinite tenure.

Upon motion, this recommendation was approved.

33. That Maryrose R. Allen, Associate Professor of Physical Education for Women, who is serving under an appointment which expires June 30, 1950, be promoted to the rank of full Professor of Physical Education for Women, at a salary of $4,520.00, an increase of $1,100.00, subject to any and all reductions; this appointment to begin September 1, 1946, and to continue on indefinite tenure.

Upon motion, this recommendation was approved.

34. That Gustav Auzenne, Jr., B.S.C., Temple University, 1926; M.B.A., University of Pennsylvania, 1928, be appointed Associate Professor of Business Administration and Head of the Department, for an initial period of five years, 1946-47, 1947-48, 1948-49, 1949-50, and 1950-51, at a salary of $4,310.00 per annum, subject to any and all reductions; this appointment to begin September 1, 1946, and to terminate automatically June 30, 1951.

Upon motion, this recommendation was approved.

35. That Howard Naylor Fitzhugh, Instructor in Commerce and Finance, be advanced to the rank of Assistant Professor of Commerce and Finance for an initial period of one year, 1946-47, at a salary of $3,310.00, subject to any and all reductions; this appointment to begin September 1,1946, and to terminate au-

tonatically June 30, 1947.

Upon motion, this recommendation was approved.

36. That the School of Social Work be authorized to grant the professional degree M.S.W. (Master of Social Work) for satisfactory completion of the approved two-year curriculum in social work.

Upon motion, this recommendation was approved.

37. That the $18,932 received from the United Negro College Fund be distributed among the School of Religion, the Graduate School, the School of Social Work. and the Department of Art in accordance with the budget.

Upon motion, this recommendation was approved.

38. That Martin Jenkins, Associate Professor of Education, at a salary of $3,970.00, be promoted to Professor of Education, without term, at a salary of $4,520.00, subject to any and all reductions, beginning September 1, 1946.

Upon motion, this recommendation was approved.

39. That Warner Lawson, Dean of the School of Music, be granted an increase of salary from $5,070.00 to $5,570.00, an increase of $500.00, effective July 1, 1946.

Upon motion, this recommendation was approved.

40. That the Board of Trustees express its deep appreciation and extend a vote of thanks to Professor George M. Lightfoot for his gift of $5,000.00, for the establishment of a Scholarship to be known as the George M. Lightfoot Scholarship Fund.

Upon motion, this recommendation was approved.

41. That the contract herewith submitted be approved as representing the terms and conditions under which the University shall enter into a formal contract with Local No. 10, C.I.O., covering the non-teaching employees.
(See contract attached)

Upon motion, this recommendation was approved.

42. That the President be authorized to appoint a Dean of Students at a salary of $4,520.00 per year, beginning July 1, 1946, with the rank of Professor, for an initial period of two years, and that he be authorized to appoint Dr. Frank Wilson of Lincoln University to this position.

Upon motion, this recommendation was approved.

43. That the Dean of Students be authorized to recommend for approval a secretary at the rate of $1,902.00 per year.

Upon motion, this recommendation was approved.

44. That the final title of the position and the full description of duties

of the Dean of Students be referred to the Executive Committee with power.

Upon motion, this recommendation was approved.

COMMITTEE ON THE SCHOOL OF LAW:

The Committee on the School of Law submitted the following recommendations:

45. That the resignation of William H. Hastie as Dean and Professor of Law be accepted, effective June 30, 1946, and that the President be requested to express to Dean Hastie the appreciation of the University for his years of able and constructive service, and its regret at his leaving.

Upon motion, this recommendation was approved.

46. That Professor George M. Johnson of the Law School be appointed Dean of the School of Law at a salary of $6,650.00 per annum, subject to any and all reductions.

Upon motion, this recommendation was approved.

47. That Professor Leon Ransom be advanced in salary from $5,337.00 to $5,650.00 per annum, subject to any and all reductions.

Upon motion, this recommendation was approved.

48. That Associate Professor W. Robert Ming, Jr., be promoted in rank to full professor, at a salary of $5,070.00, subject to any and all reductions, without term, beginning September 1, 1946, and that Professor Ming be requested to return to his duties in the School of Law on September 1, 1946.

Upon motion, this recommendation was approved.

49. That Associate Professor Bernard S. Jefferson be promoted in rank to full professor at a salary of $5,250.00, subject to any and all reductions, without term, beginning September 1, 1946, and that Professor Jefferson be requested to return to his duties in the School of Law on September 1, 1946.

Upon motion, this recommendation was approved.

50. That all reappointments, new appointments, salary increases, advances in rank, retirements, reinstatements, leaves of absence and terminations of employment be referred to the Executive Committee, with power, in accordance with the budget.

Upon motion, this recommendation was approved.

COMMITTEE ON THE SCHOOL OF RELIGION:

The Committee on the School of Religion submitted the following recommendations:

51. That the salary of Wm. Stuart Nelson, Dean and Professor of Theology in the School of Religion, be increased from $5,070.00 a year to $5,570.00 a year, effective July 1, 1946, subject to any and all reductions.

Upon motion, this recommendation was approved.

52. That all reappointments, new appointments, salary increases, advances in rank, retirements, reinstatements, leaves of absence and terminations of employment be referred to the Executive Committee, with power, in accordance with the budget.

Upon motion, this recommendation was approved.

53. That Wm. Stuart Nelson, Dean and Professor of Theology in the School of Religion, be granted a sabbatical leave, beginning August 1, 1946, and ending July 31, 1947, on one-half salary, or $2,785.00.

Upon motion, this recommendation was approved.

54. That Professor William E. Carrington be appointed Acting Dean of the School of Religion, beginning August 1, 1946 and ending July 31, 1947, in the absence on sabbatical leave of the dean, at an increase of $1,000.00 to his salary as assistant professor, making a total salary of $4,310.00.

Upon motion, this recommendation was approved.

55. That Rabbi Hugo Schiff, 512 King Street, Alexandria, Virginia, be reappointed Visiting Professor of Jewish Life and Literature on the basis of two-thirds of a full-time load, at an annual salary of $2,320.00, beginning September 1, 1946 and automatically expiring June 30, 1947, salary to be paid from funds provided by the Jewish Chautauqua Society.

Upon motion, this recommendation was approved.

COMMITTEE ON SCHOOL OF MEDICINE:

The Committee on the School of Medicine submitted the following recommendations:

56. That the resignation of Dr. John W. Lawlah as Dean of the School of Medicine and the College of Medicine and Professor of Radiology, be accepted as of the close of business on June 30, 1946, and that the Secretary of the University be instructed to convey to Dr. Lawlah the appreciation of the University for the services which he has rendered Howard University and the School of Medicine, and that he be especially commended for the success he has had in promoting the forward movement of our relation with Freedmen's Hospital and for his contribution to the development of the clinical branches of medicine in the School of Medicine.

Upon motion, this recommendation was approved.

57. That the present appointment of Dr. John W. Lawlah as Professor of Radiology, without term, and Dean of the School of Medicine and the College of Medicine (the administrative appointment as Dean is being resigned June 30, 1946), be modified to read as follows:

> That Dr. John W. Lawlah be appointed Clinical Professor of Radiology, part-time, at a salary of $1,770.00 per annum, subject to any and all future reductions, beginning July 1, 1946, and expiring automatically on June 30, 1947, with the understanding that -
>
> 1. The appointee shall be available for duty for eleven months during the period of this appointment;

2. During the period of this appointment, Dr. Lawlah will contribute substantially to teaching the junior and senior medical students and assist Dr. Kelley in rendering professional services to patients in Freedmen's Hospital and Outpatient Clinics;

3. Under the terms of this clinical appointment, it is understood that Dr. Lawlah is to conduct an outside practice as other clinical staff members.

Upon motion, this recommendation was approved.

58. That Dr. Joseph L. Johnson, Professor of Physiology, and Head of the Department of Physiology, be appointed Dean of the School of Medicine and the College of Medicine, at a salary of $7,700.00 per annum, subject to any and all reductions.

Upon motion, this recommendation was approved.

59. That all reappointments, new appointments, salary increases, advances in rank, retirements, reinstatements, leaves of absence and terminations of employment be referred to the Executive Committee, with power, in accordance with the budget.

Upon motion, this recommendation was approved.

COMMITTEE ON DEGREES:

60. The Committee on Degrees nominated the following persons to receive honorary degrees at the commencement on June 7, 1946:

Mr. Archie A. Alexander, Civil Engineer, Des Moines, Iowa, to receive the degree of Doctor of Engineering.

Mr. Alexander is a graduate of Iowa State University; outstanding in the field of engineering contracting, including bridges, highways, tunnels, power plants, municipal sewage treatment plants and other major structures. He has broadened the scope and possibilities of the race in new fields of human endeavor.

Dr. Fred L. Brownlee, New York, Executive Secretary, American Missionary Association, to receive the degree of Doctor of Humane Letters.

Dr. Brownlee is a graduate of Ohio State University and of Union Theological Seminary; has held present position for about 25 years during which time he has proved himself to be an outstanding friend of Negro education; on Board of Trustees of Fisk University, Talladega College, Tougaloo College, Dillard University, Tillottson College; long interested in Howard University; responsible for recent grant establishing a professorship in the School of Religion.

Mr. Norman W. Manley, Jamaica, British West Indies, to receive the degree of Doctor of Laws.

Mr. Manley is the outstanding barrister in the West Indies; founder of the Peoples National Party; has devoted much time and money to the civic, social, and political betterment of Jamaica and to the West Indies, generally; Oxford Rhodes scholar; fearlessness and ability recognized in England and in the United States.

Upon motion, the above nominations for honorary degrees were approved.

NOMINATION AND ELECTION OF TRUSTEES

61. The Committee on Nomination and Election of Trustees nominated the following members of the Class of 1946 to succeed themselves:

Jacob Billikopf
Victor B. Deyber
Floyd Reeves
Lloyd K. Garrison
Richard W. Hale, Jr.
P. B. Young

To fill the place made vacant by the death of Dr. Walter G. Crump, the Committee nominated Mrs. Eleanor Roosevelt of Hyde Park, N. Y.

From the three persons nominated by the Alumni for Alumni Trustee to succeed Judge Myles A. Paige, whose term expires in 1946, the Committee nominated Judge Myles A. Paige to succeed himself.

Upon motion, the above nominees were elected members of the Board of Trustees of Howard University.

ELECTION OF OFFICERS

62. Dr. P. B. Young was unanimously re-elected Chairman of the Board of Trustees.

Dr. George W. Coleman was unanimously re-elected Vice-Chairman of the Board of Trustees.

Mr. James M. Nabrit, Jr., was unanimously re-elected Secretary of the University.

Mr. V. D. Johnston was unanimously re-elected Treasurer of the University.

63. With the approval of the Board of Trustees the Chairman appointed the following as members of the Executive Committee for the year 1946-47:

Dr. Jacob Billikopf, Chairman
Mr. W. Justin Carter
Mr. V. B. Deyber
Mr. Lorimer D. Milton
Dr. C. C. Spaulding

64. Upon motion, it was voted that the whole question of a vacation for President Johnson be referred to the Executive Committee with power to act.

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

This Agreement, made and entered into April 16, 1946, by and between Local 10, Washington, District of Columbia, of the United Federal Workers of America in affiliation with the Congress of Industrial Organizations, First Party, hereinafter called the "Union" and the Howard University, District of Columbia corporation, having its principal offices in Washington, District of Columbia , Second Party, hereinafter called the "University."

WITNESSETH THAT:

RECEIVED
MAY 6 1946
RECEIVED
Southern Regional Council

Article I

BARGAINING UNITS

These articles and related schedules as hereinafter provided constitute an agreement between the Howard University represented by the Board of Trustees or Committee thereof and/or the President of Howard University representing the Board of Trustees and Local 10, United Federal Workers of America, Congress of Industrial Organizations representing the non-teaching employees of the Howard University. The bargaining unit for non-teaching employees shall include:
Generally: All non-teaching employees of Howard University in all departments as set forth below excluding all teachers, all deans, directors of Schools of Social Work, Music, Summer and Evening Schools, and all student workers.
Specifically: All employees in: (A) Service Enterprises except: 1. Dietitian and Housekeepers (B) Buildings and Grounds except: 1. Superintendent 2. Chief Engineer 3. Assistant Superintendent of Construction 4. Assistant Superintendent of Grounds 5. Assistant Chief Engineer 6. General Foreman 7. Chief Custodian (C) University Libraries except: 1. University Librarian 2. Law School Librarian, Medical School Librarian, Librarian School of Religion (D) Non-teaching Assistants in Instruction except: 1. The resident staff of doctors at Freedmen's Hospital. (Includes technicians, non-teaching assistants, nurses, assistant anesthetists, animal caretakers, dieners, storekeepers.) (E) Administrative Staff except: 1. General Administrative Officers 2. Administrative Assistant to the President 3. Assistant Treasurer 4. Assistant Registrar 5. Field Agents 6. Assistant University Physician (F) Secretarial and clerical except: 1. Those in the Office of the President 2. Those in the Office of the Secretary 3. The Secretary to the Treasurer, Deans and other Administrative Officers who were excluded from voting in the election of December 12, 1945.

Article II

NON-INTERFERENCE

For the purpose of collective bargaining employees of the University have the right to organize and designate representatives of their own choosing. In the exercise of this right, the Union shall be free from any and all restraint, interference, or coercion on the part of the management and supervisory staff. This shall not be construed to limit the rights of employees to organize for other lawful purposes. Membership in the Union shall not be discouraged by anyone acting in an administrative or supervisory capacity for the University.

Article III

GRIEVANCES

Section 1. A grievance within the meaning of this agreement shall be defined as any problem, dispute, complaint, controversy, difference or similar matter relat-

ing to wages, hours of work, or working conditions covered by this agreement and any matter involving the interpretation or violation of any provision of this agreement. Disputes involving the interpretation of the term "working conditions" shall be submitted to arbitration as provided for in Step IV, Article III of this Agreement.
No employee shall be dismissed, demoted, or his status otherwise adversely affected except for just and sufficient cause. Any employee who is dismissed, or aggrieved by disciplinary action by the University, shall have the right to have such action considered as a grievance and settled by the grievance procedure established under this Agreement. If such discharge or disciplinary action is determined to be unjustified, the employee shall be entitled to reinstatement and back pay if loss of pay resulted from said disciplinary action.

Section 2. It shall be the purpose of the procedures for adjustment of problems, disputes, complaints, controversies or grievances to affect adjustment as close to the level of origin as possible. It shall be the further purpose of this procedure to prevent as far as possible the development of problems, disputes, controversies or grievances.

Section 3. The Union shall designate employees of the University to be members of its Grievance Committees. Meetings of the Executive Committee or the Grievance Committees are permitted during working hours provided application as to time and place is made at least twenty-four hours in advance to the heads of departments in which the members are employed. All general meetings or meetings which convene large sections of employees shall be held other than during working hours. Such meetings other than during working hours may be held in University buildings provided application as to time and place is made in advance.

Section 4. The procedure under this Article is available to the Union and the University for the presentation and settlement of problems, disputes, complaints, controversies or grievances covered by this agreement or any matter involving the interpretation or violation of any provision of this agreement.

Section 5. The Union shall designate and certify to the University the members of the Grievance Committees provided for in Section 3 of this Article. Each Committee shall have not less than two and not more than five members who shall be employees in the divisions they represent.

Section 6. Grievance Procedure: The following procedure shall be observed in the settlement of grievances:

STEP I.

Any employee who believes that he has a justifiable grievance shall first discuss the same with his immediate supervisor either alone, or at the employee's option, accompanied by a member of the Grievance Committee. If the matter is not settled in this discussion with the immediate supervisor, the member of the Grievance Committee shall take it up with the Grievance Committee. If the Grievance Committee determines that a grievance exists under this contract, the Grievance Committee shall discuss this grievance with the immediate supervisor. The immediate supervisor shall give his answer in writing to said grievance within forty-eight hours.

STEP II.

The grievance shall be presumed to have been satisfactorily disposed of under Step I, unless within three (3) days after the expiration of the 48 hour period referred

to in Step I for the employee's immediate superior to give his answer, a statement of the grievance is presented in writing to the head of the department in which said employee works. Opportunity shall be given for a discussion of said grievance at the time of such presentation between the department head, said employee and the Grievance Committee. The department head shall give his answer in writing to said grievance within three days from the time of such presentation thereof to him.

STEP III.

The grievance shall be presumed to have been satisfactorily disposed of under Step II unless within five (5) days after the expiration of the three day period referred to in Step II for the giving of an answer by the department head, the written statement of the grievance is presented to the representative of the President's Office for consideration and discussion. An opportunity for such a discussion with the representative of the President's Office shall be afforded to not more than five (5) representatives of Local Union #10. The employee feeling himself aggrieved may be present at the discussion with the representative of the President's Office, if the said employee so elects. The representative of the President's Office shall give an answer in writing to such grievance within seven (7) days from the time of the presentation thereof to him.

STEP IV.

The grievance shall be presumed to have been satisfactorily disposed of under Step III unless within ten (10) days after the expiration of the seven day period referred to in Step III for the giving of an answer by the representative of the President's Office, the Union serves notice in writing on the representative of the President's Office that it elects to submit the grievance to arbitration. In such event the Union shall select one arbitrator, the University shall select one arbitrator, and those two shall promptly select a third arbitrator to serve as impartial chairman from the following named persons:

Jacob Billikopf
Faburne E. De Frantz
Lloyd K. Garrison
Floyd W. Reeves
Channing H. Tobias

The list immediately preceding may be revised from time to time by mutual agreement of the contracting parties.

The decision of this arbitration group shall be final and binding upon the parties to this Agreement. The cost of such arbitration proceedings shall be borne equally by both parties to this Agreement.

The periods of time set forth above in this Section 6 shall be exclusive of Sundays and holidays. Furthermore, the University may elect to set times for the regular presentation of grievances to the representative of the President's Office, provided that such times are scheduled at least twice a month. In the event such action is taken by the University the discussion provided for under Step III with the representative of the President's Office shall take place at the next regularly scheduled meeting after the presentation of such grievance to the representative of the President's Office rather than at the time of such presentation to him.

Article IV

WAGES, HOURS, SALARIES, RATES OF PAY, AND RETIREMENT BENEFITS

Section 1.

(a) The hours of work shall be the same as those now existing; a 40-hour week, with such variations as now exist or as may be mutually agreed upon.

(b) The rates of pay shall be as contained in Exhibit A, attached hereto, and made a part of this agreement.

(c) Holidays, vacation leave, and starting and quitting time for regular hours as now prevail shall continue for the duration of this agreement unless changed by mutual consent of the parties hereto.

(d) Classification of non-teaching positions shall be based upon the Harvey Survey and classification. New positions shall be classified on basis of similar positions in other areas of the University.

Section 2. The University and the Union agree to work jointly in the development of a retirement plan and of a sick leave plan for the purpose of placing such plans into operation at the earliest possible date.

Article V

APPOINTMENTS, PROMOTIONS, TENURE AND LAY-OFFS

Section 1. The Union and the University agree that appointments and promotions shall be made upon a merit basis and that seniority shall be a part of any and all considerations for promotions and continuation in service when reduction in force becomes necessary.

Section 2. The Union and the University agree that vacancies among the non-teaching employees shall be filled from within as far as is possible. To this end full description of the position including duties, classification, salary and qualifications shall be posted on bulletin boards throughout the University and ten (10) copies sent to the Union.

Section 3. The Union and the University agree that the present tenure regulations of the University affecting non-teaching employees shall remain in force and effect during the life of this Agreement, except where they conflict with the provisions of this Agreement.

Article VI

UNION MEMBERSHIP

Section 1. It is agreed that all non-teaching employees now in the employ of the University, who are now members of the Union, and all non-teaching employees subsequently employed by the University, who voluntarily become members of the Union at any time during the life of this contract, shall remain members in good financial standing as a condition of employment during the life of this contract.

Section 2. It is agreed that the University for each non-teaching employee who is a member of the Union shall deduct from the first pay of each month otherwise pay-

able to such employee the Union dues for the preceding month and any initiation fees, all as hereinafter provided, and shall promptly remit the aggregate of such dues and initiation fees to the Union in the form of a check. The monthly dues to be deducted as aforesaid shall not exceed $1.50 per member. The initiation fee as aforesaid for employees who shall have become members during the preceding month shall not exceed $3.00 and shall include the first month's dues.

Article VII

RULES, REGULATIONS AND TERMS OF EMPLOYMENT

It is agreed that the University will make no rule, regulation, or condition of employment which is inconsistent with the terms of this agreement, and the Union will not permit or sanction strikes, stoppage of work, or slow down of work on the part of employees.

Article VIII

AUTHORIZED AGENTS OF THE UNIVERSITY AND THE UNION

Section 1. It is recognized that the President of Howard University is the duly appointed agent of the Board of Trustees of Howard University for the purpose of carrying out all obligations of the University under this agreement. It is further recognized that the President may delegate such of his powers and duties as he may deem appropriate to effectuate the purpose of this agreement.

Section 2. It is recognized that the Chairman of the Howard University Branch, Local 10, U.F.W.A. - C.I.O. is the duly authorized agent of the Union for the purpose of carrying out all obligations of the Union under this agreement. It is further recognized that the Branch Chairman may delegate such of his powers and duties as he may deem appropriate to effectuate the purpose of this agreement.

Section 3. The Union shall inform the University from time to time in writing of the names of the person or persons authorized to enter into negotiations and make decisions for the Union.

Article IX

UNIVERSITY MANAGEMENT

The University reserves full discretion at all times over the administration of its various schools, colleges, divisions and services of all kinds and to determine the manner in which these schools, colleges, divisions and services of all kinds shall be operated and to what extent the services of the employees or any of them shall be required. This agreement shall not be construed as justifying any interference by the Union with reasonable employee discipline or with the efficient conduct of the various schools, colleges, divisions or services operations.

Article X

TERMINATION OF THE AGREEMENT

Section 1. In the event that any legislation, any application of any legislation or any Federal Security Agency ruling, or any Federal Administration ruling or rulings shall so restrict or affect performance of this agreement in accordance with its terms as to make the agreement either impossible of performance or unduly burdensome, in the judgment of the University, then the University may at its option

terminate this agreement by giving written notice to the Union and this agreement shall forthwith terminate. The University and the Union in the event of any such termination shall thereupon in good faith commence negotiation of a new agreement. The University agrees that (unless by law or by the terms of any judicial or administrative decision or ruling it may not lawfully do so) it will not object to the inclusion in any such new agreement of provisions to be effective until the 30th day of June, 1947, or until the 30th day of June next following such termination (whichever date shall last occur), containing in substance the provisions of this agreement.

Section 2. This agreement shall be effective from and after April 16, 1946 and, except as otherwise provided in this agreement, shall remain in force in any event until June 30, 1947, and thereafter from year to year unless on or before February first in any year (beginning with the year 1947) either the University shall give notice in writing to the Union or the Union shall give notice in writing to the University of an intention to terminate this agreement on the 30th day of June next following the giving of such notice. If such notice is given, this agreement shall terminate upon the 30th day of June following the giving of such notice. With any such notice shall be submitted a written statement setting forth in reasonable detail any changes in or modifications of this agreement proposed for consideration.
Unless on or prior to the first day of April in any year in which such notice is given, the University and the Union shall have entered into a contract for the twelve months from and after the 30th day of June next following, either the University or the Union may terminate this contract at any time after such first day of April by giving seven days' written notice of such proposed termination.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement, in duplicate, by their duly authorized officers, the day and year first above written.

FOR THE UNIVERSITY

Mordecai W. Johnson, President

James M. Nabrit, Jr., Secretary

V. D. Johnston, Treasurer

FOR THE UNION

Dorothy M. Bailey, President Local 10, UFWA - CIO

Joseph L. Johnson, Vice President Local 10,
UFWA - CIO
Chairman Howard University Branch Local 10,
UFWA - CIO

Peggy Dudley, Chairman Negotiations Local 10,
UFWA - CIO

EXHIBIT A

SALARIES BY CLASSIFICATION

CLASSIFICATION	MINIMUM SALARY
Professional and Scientific (P&S)	
P&S 5	$ 5,180
P&S 4	4,300
P&S 3	3,640
P&S 2	2,980
P&S 1	2,320
Sub-Professional Service (SP)	
SP 6	2,320
SP 5	2,100
SP 4	1,902
SP 3	1,704
Clerical, Admini strative & Fiscal Service - (CAF)	
CAF 8	3,310
CAF 7	2,980
CAF 6	2,650
CAF 5	2,320
CAF 4	2,100
CAF 3	1,902
CAF 2	1,704
Crafts, Protective & Custodial Service (CPC)	
CPC 9	2,650
CPC 8	2,540
CPC 7	2,364
CPC 6	2,166
CPC 5	1,968
CPC 4	1,770
CPC 3	1,572
CPC 2	1,440

April 15, 1946

Dr. Herbert Garvin
2321 East 55th Street
Cleveland, Ohio

Dear Dr. Garvin:

Thanks for sending me the clippings about Howard University. I saw the Chicago Defender's story a few days ago and was surprized to say the least. I suppose that if there had really been a "revolt" we would have heard something about it at the Board meeting last week.

It was good to see you at Howard. I hope that everything is going fine with you and your family.

All good wishes.

Cordially yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT

CHARLES HERBERT GARVIN, M. D.
2321 EAST 55TH STREET
CLEVELAND, OHIO

APR 12 '46

Dear Dr. Johnson:

I wonder if you know anything about this? I thought it might interest you.

Sincerely

Chas. H. Garvin

RECEIVED
APR 15 1946

'No Dissension at Howard'-Garvin

There is no basis whatever for this week's story in the Chicago Defender that 275 professors of Howard Univesrity in Washington, D. C., warned that the school might lose its academic rating, according to Dr. Charles Garvin of Cleveland, member of the board of trustees. The charges were credited to the faculty members of Local 10 of the United Federal Workers of America, C. I. O.

Dr. Garvin, member of the committee on instruction and research, returned Wednesday from a board meeting in Washington and reported that the school was in better shape, financially and educationally, than it has ever been.

"No question of accreditation came up at all," stated Dr. Garvin emphatically, though he said he was not at liberty to reveal specific action taken.

He did reveal thought that Professor George Johnson had been named to succeed William Hastie, appointee to the governorship of the Virgin Islands, as dean of the law school, and that Dr. Joseph Johnson, formerly head of the department of physiology, had been appointed dean of the medical school on the resignation of Dean John Lawlah.

Cleveland Call & Post

APR 13 '46

WORLD'S GREATEST WEEKLY

Chicago Defender

NATIONAL EDITION

Vol. XLI, No. 52 | COPYRIGHT 1946 BY ROBERT S. ABBOTT PUBLISHING COMPANY OFFICE OF PUBLICATION 3435 INDIANA AVE., TELEPHONE CALUMET 5858 | CHICAGO, ILL., SATURDAY, APRIL 13, 1946 | THIS PAPER CONSISTS OF TWO PARTS — PART ONE | Price 10 Cents ★★★★

275 Howard Professors Revolt Against Prexy

TRUMAN POLL TAX STAND STIR

D. C. University May Lose Rating

By VENICE T. SPRAGG
(Defender Washington Bur S)

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They warned that the 79-year-old institution may be dropped from the accredited list unless student standards are improved.

The explosive statement was hurled in the lap of President Mordecai Johnson by Howard instructors through the Education Committee of the Howard University Branch of Local 10 of the United Federal Workers of America (CIO).

The charge, which may have widespread repercussions in other Negro schools, warned that the educational program of the College of Liberal Arts is functioning far below any reasonable level of effectiveness.

It declared that neither the President nor the Board of Trustees had any program for alleviating "an obviously unwholesome" situation.

Students Drop Out

Evidence of the ineffectiveness of the educational program at the University, the committee charged, is found in the large number of students who are unsuccessful in their academic work.

The registrar's report of student failures in the University for 1944-45 revealed that 604 students in the College of Liberal Arts were dropped during the year for poor scholarship.

Specifically the committee charges the following as some causes of the ineffectiveness of the educational program at Howard University:

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WASHINGTON—Howard University officials were rocked this week by charges that the nation's top Negro school had hit the bottom in scholastic standing.

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Specifically the committee charges the following as some causes of the ineffectiveness of the educational program at Howard University:

1. **Large classes.** In the fall quarter, 1944, according to the committee, there were 42 classes in the College of Liberal Arts with more than 40 students enrolled and 25 classes with more than 50 students enrolled. During the current year, there were 358 students enrolled in one humanities class, 110 students in a physical science class and 52 students in an English 3 class.

2. **Inadequate student personnel service.** The committee charges that the present counselling program is ineffective; the test results of students are seldom used; there is a minimum of guidance of failing students either during the quarter of their failure or subsequently; vocational guidance is largely absent; there is virtual absence of clerical assistance for student personnel work; there is no placement service; and there is little attempt at coordination of the several university agencies having guidance function.

3. **Low faculty morale.** The committee points out that the probable contributing factors to low faculty morale are: inadequate salaries and inequities in salary scale; promotional policy which permits rapid promotion of some individuals and slow progress on the part of other teachers of equal merit; bringing in outside people at level of full professor without regard for the qualification of present teachers in lower ranks; lack of administrative concern for living conditions of teachers; failure of the institution to attack basic problems; inequalities in provision for office space and teaching facilities; failure to enforce faculty regulations; failure of administration to advise faculty of

See 275 HOWARD, Page 7, Col. 3

275 Howard Professors Revolt Against Prexy

(Continued from Page 1)

action on faculty recommendations; feeling that central administration does not have confidence in the ability and integrity of the faculty; differential treatment of departments in matter of promotions.

4. **Faulty admission policy.** Too many students of very low ability are admitted to college.

5. **Absence of definite and generally recognized objectives in the College.**

6. **Poor instructional procedure in some instances.** This includes poor teaching, failure to meet classes as scheduled, failure to hold conference hours and absence of course content requiring sustained application on the part of the student.

Need Housing

7. **Inadequate living facilities for** students. Dormitories are overcrowded and many students live in the city under intolerable conditions.

8. **Lax administration of faculty regulations.** Examples given by the committee are failure to offer the social science survey course, late grade reports, teacher absences, and poor scheduling of classes.

9. **The quarter system.** The faculty, the committee states, believes that better educational results can be secured under the semester plan.

10. **Failure to provide for faculty growth.**

11. Inadequate supervision and regulation of the social and extra curricular activities of students. The emphasis on social life overshadows the academic atmosphere of the campus, the committee declared.

12. Lack of special curricular provisions for students of superior ability.

13. Lack of orientation of new faculty members.

14. Inadequate classroom and office facilities in some instances and failure to provide student assistants as readers and tutors.

15. Inability of many students to enroll in required courses, especially during the freshman year.

The committee points out that while the grievances are the outgrowth of the current educational situation existing in the College of Liberal Arts, the implications extend to other units of the university, especially the College of Engineering and Architecture and the School of Music whose students are enrolled in many Liberal Arts classes.

The committee has submitted a list of some 20 recommendations which it feels, if adopted, will provide a superior educational environment for the Negro youth of America.

Although some 275 members of the teaching personnel at Howard University are members of Local 10, UFWA, the union has not as yet been established as the bargaining representatives for the teaching group.

On the other hand, the Board of Trustees at their semi-annual meeting in late October, recognized the right of the non-teaching staff of the university to bargain collectively but at the time refused to recognize Local 10, UFWA-CIO as representing the majority of the craft. Subsequently an election was held, and Local 10 voted to bargain collectively with university officials on behalf of some 200 members of the non-teaching staff, including secretaries, librarians, and maintenance employees.

Soon after the establishment of Local 10 as the bona-fide representative, negotiation got under-way in an effort to draw up a contract covering salaries, and conditions of work. Since employees of Howard are not Civil Service employees, measures have been included in the contract to protect the rights and the job security of the workers.

Contract O.K.'d

A contract which has finally been agreed upon will be presented to the Board of Trustees for final ratification.

HOWARD UNIVERSITY
WASHINGTON, D. C.

April Seventeenth

1 9 4 6

OFFICE OF THE PRESIDENT

RECEIVED
APR 20 1946
Southern Regional Council

Dear Dr. Johnson:

It was indeed a pleasure to have your presence and counsel at the recent Annual Meeting of the Board of Trustees. Many members of the Board expressed the opinion that it was the most inspiring meeting we have had in a number of years.

In view of the very heavy schedules which the members of our Board are meeting during these extraordinarily busy days, I thought it advisable to send even at this early date a reminder regarding the Semi-annual Meeting which will be held on Tuesday, October 22, 1946. The committee meetings will be held on the preceding Monday, and possibly will begin on Sunday as that arrangement was found to be highly advantageous at the recent meeting. May I suggest that you mark these dates on your calendar now so that there may be the maximum possibility of your being with us again at the next meeting.

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Reginal Council
710 Standard Building
Atlanta 3, Georgia

April 18, 1946

Professor Leon A. Ransom
School of Law, Howard University
Washington, D. C.

Dear Mr. Ransom:

I have received a copy of your letter of April 10 to President Mordecai Johnson. It would be difficult for me to express adequately the feeling of loss and disappointment which came to me on learning of your decision to sever your connection with Howard University.

I am sure that there is no one at Howard University that is more highly respected by his colleagues, the administration and the Board of Trustees than you are. The matter of selecting a successor to Dean Hastie was considered long and diligently by an able Trustee committee, and the Board of Trustees concurred in the recommendations of the committee. This decision was a very difficult one and I can assure you that in making it no one had the slightest idea of reflecting upon your ability or of repudiating the splendid record which you have made at Howard University. We hoped and believed that you would carry on your good work in spite of any personal disappointment.

I would like to think that you might reconsider your action, but I judge that your decision is irrevocable. In whatever you do, you have our sincere admiration and best wishes.

Cordially yours,

GUY B. JOHNSON
Member, Board of Trustees
Howard University

CC to:
President Mordecai Johnson
Mr. P. B. Young
Dr. Lloyd K. Garrison

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

SCHOOL OF LAW

April 10, 1946

RECEIVED
APR 17 1946
Southern Regional Council

Dr. Mordecai W. Johnson
President of Howard University
Washington, D. C.

Dear Mr. President:

I regret the fact that the attendant publicity on the selection of a successor to Mr. Hastie for the deanship of Howard University's School of Law makes it necessary for me to address this letter of my resignation to you and the Board of Trustees of the University as an open letter to the press and the public. I would have preferred to keep it as a matter of private concern, but personal pride, in view of the publicity already achieved, demands that I openly state my reasons for leaving the institution in the middle of the semester.

I am quite aware of the fact that it is customary to tender a resignation with expressions of regret for the necessity of severance from a department. However, under the peculiar circumstances existing in my particular case, personal pride and belief in my own integrity will not allow me to stoop to the use of such trite language. Because of the feeling that I have been both humiliated and repudiated by the administration of the University, I must say that I am happy to tender you, herewith, effective as of the date of this letter, my resignation from any and all connections with the University, in any capacity. Personal integrity permits no less. I have seriously considered the fact that students in my classes which I now teach may suffer a loss in the interruption of their studies and a change of instructors. But, after mature thought, I feel that they would be more deeply harmed by my continuation as instructor for the balance of the semester, when the administration of the University, composed of yourself, your staff and the Board of Trustees, have demonstrated by your action of April 9, 1946, that you not only repudiate the ideals for which I have labored in this school, but humiliated me by refusing to accede to the expressed wishes of those who are most concerned with the future of the institution. To stay as a member of the faculty beyond this date would be to negate the very ideology which I have tried to inculcate in my students. I am sure that they, and I hope, the public, will understand that I am not abandoning my principles. Only in this way can I demonstrate my sincere belief in my own teachings - that there can be no compromise with evil.

I consider the failure of your administration to acknowledge my right to be elected to the deanship of the School of Law as a deliberate affront, an act of base ingratitude and proof that devotion to a cause merits no reward at Howard University. You are aware that I am now serving my sixteenth year at our school. (I use the term "our school" advisedly, for I feel that I helped to make it what it is today.) I was invited to join this faculty in 1928 because

of what you believed was my outstanding scholarship. I finally accepted a post thereon in 1931. Since then I have successively served as Instructor, Assistant Professor, Acting Vice Dean, Associate Professor, Professor and Acting Dean. Together with former Vice Dean Houston, Dean Hastie, and with the invaluable assistance of Miss Ollie M. Cooper, as Secretary, I feel that I have had a guiding hand in the charting of the course which our school has followed. The wisdom of that course is demonstrated, I believe, in the fact that the School of Law has brought not only itself, and its graduates, but the University as a whole to a position of national renown as a force for liberal action.

As you may see, Mr. President, I am not attempting to be modest about my own attributes. Bitterness of spirit outweighs any considerations of modesty. In fact, I am assured by my friends that my avoidance of the limelight of publicity is the prime cause of my present public humiliation and degration. If I had been a little more self-assertive, a little more selfish, I too, would have deserted the school during the days of its trials in the war period, earned a nice salary for myself (instead of recommending my subordinates for jobs which were first tendered me) and perhaps could have been welcomed back as a "prodigal son." Instead, I was foolish enough to believe in an ideal - that someone of experience, of breadth of vision, should stay at the helm and guide the young men and women of our race for the future. And I was naive enough to believe that those sacrifices would be noticed and, in the normal course of events, rewarded.

I said that I was not trying to be modest. My professional qualifications and my educational background are too well known to you and to the public to need recounting. My teaching ability is reflected in the imprint I have made on the minds of the students who have passed through my classes in the past fifteen years. I take pride in the fact that approximately 80% of the Negro lawyers who are making any real progress in combating the evils of racial segregation and discrimination have been, at one time or another, in the past fifteen years, students of mine and have absorbed some portion of my philosophy. My administrative ability is of record in your files and mine, as well as of public knowledge. You know that I assumed the leadership of the School of Law for the period 1940-1943. During that era law schools were closing throughout the country. Enrollment was decreasing. Faculties were deserting for lucrative positions. Despite these tendencies, I not only held our school together, but increased its range of activities and its enrollment. Certainly, this does not indicate a lack of ability.

Finally, Mr. President, I am advised that you were informed that it was the unanimous wish of the law school faculty, the student body, and the alumni that I should succeed Mr. Hastie as Dean. Your ignoring of their views is but a further indication that there must have been some subterranean reason for the decision at which you arrived, and is proof that merit and self-sacrifice are not only not to be rewarded, but are to be publicly flaunted as unworthy of consideration. These matters I can not lightly disregard.

It is my considered judgment that you and the Trustees have openly held me out as a person unworthy of confidence, lacking in ability, and unfit to

to be a member of the administrative staff. My own view is that by reason of proven ability justice and enacted program, I should have had the promotion. Please note that I omit the measure of longevity, either chronological or academic, because I have always insisted that this should be no factor in promotions. But it is hard to understand the promition of a man to the deanship of a school who attained his full professorship while away from the school, over the senior professor who had not only obtained his professorship while serving the institution, but who had also demonstrated his administrative abilities.

Please do not understand this letter as any reflection upon Dean-elect Johnson, or his capabilities. I have the utmost confidence in him and am sure that he will continue the program which I and my predecessors have envisaged. Were the moral principles other than those I have indicated, I would have no hesitancy in working with Dr. Johnson. He and I have enjoyed mutual confidences over the present controversy and we are in perfect accord. My resignation must not be construed as a refusal to co-operate with him. It should be understood as only a protest against an administrative system which is autocratically unfair.

My only regret is that I must, as of this date, lose the official contact with my fellow faculty members, the office staff of the School of Law and the students, which has been a source of constant joy and inspiration to me over these past several years. Aside from that I am glad to end a period where petty politics and personal jealousies determine a man's progress, and to re-enter the private practice of law where rewards are measured truly upon the scale of ability.

Very truly yours,

Leon A. Ransom

Leon A. Ransom

CC: Members of the Board of Trustees,
Howard University
Dean Wm. H. Hastie, School of Law
Dean-elect George M. Johnson, School of Law
Local daily and National Negro Press

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

OFFICE OF THE PRESIDENT

October Ninth

1 9 4 6

RECEIVED
OCT 14 1946
Southern Regional Council

Dear Dr. Johnson:

I am very happy to advise you that Mrs. Franklin D. Roosevelt has accepted the invitation to become a member of the Board of Trustees of Howard University.

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta 3, Georgia

SEMI-ANNUAL REPORT OF THE SECRETARY

TO THE

BOARD OF TRUSTEES

Semi-Annual Report
October 22, 1946

SEMI-ANNUAL REPORT OF THE SECRETARY

TO THE

BOARD OF TRUSTEES

Semi-Annual Report
October 22, 1946

The Board of Trustees
President Mordecai W. Johnson
Howard University
Washington, D. C.

Dear President Johnson:

I herewith submit the semi-annual report of the Secretary of the University for the period April 10, 1946, to October 22, 1946, as provided by Article 2, Section 5, of the By-laws of the Board of Trustees of Howard University.

The minutes of the annual meeting held April 9, 1946, and the minutes of the Executive Committee held May 10, 1946, June 7, 1946, and September 20, 1946, have been written and forwarded to the Board of Trustees.

The minutes of the Executive Committee of the Board of Trustees from January 1930 to December 1945, and the minutes of the Board of Trustees from February 1930 to October 1943, have been bound and are being indexed so that in addition to the regular volumes containing the minutes of the Board of Trustees, there is now available, handy and readily accessible bound minutes from 1930 to 1943 for use by the Secretary of the University.

The indexing of the minutes of the meetings of the Board of Trustees which has been in progress for more than three years has been brought forward almost to date. The work of our current minutes has been kept up-to-date.

The main public functions which have occurred since the last meeting of the Board of Trustees are Baccalaureate, June 2nd, Commencement, June 7th, and the Formal Opening of the University for the fall quarter. President Johnson delivered the Baccalaureate Address on Sunday, June 2, 1946, on the campus in front of Douglass Hall to the graduates and thousands of friends, members of the immediate Howard community and alumni. On Friday, June 7, 1946, Dorothy Canfield Fisher, Author and member of the Board of Trustees, delivered the Commencement address to 370 graduates and to an audience of approximately six thousand persons. Honorary degrees were conferred upon Archie A. Alexander, Engineer, and Fred Leslie Brownlee, Educator and Churchman. That evening at 8:30 P.M. the Trustees entertained at a dinner in honor of the recipients of honorary degrees, at which time Dr. Archie A. Alexander, Dr. Fred L. Brownlee, the President of the University, and the Chairman of the Board, Dr. P. B. Young, spoke to the guests. On Tuesday, October 8, 1946, Howard University's Formal Opening was held in Andrew Rankin Memorial Chapel at which time President Johnson addressed an over-flowing chapel. The President spoke of the opportunities which lie before students in the fields of Medicine, Dentistry, Pharmacy, Nursing, Arts, Music, and Law. He praised the vision of the Founders in inaugurating a bi-racial, non-denominational and scholarly faculty at Howard.

Howard University opened with a freshman enrollment of 1,200. This freshman enrollment is the largest to have begun study at Howard. It practically doubles the enrollment of 1945-46 and is almost four times the enrollment of 1939-40. In addition to better economic conditions among Negroes, study of veterans under the G. I. Bill of Rights, and other factors, the Office of the Secretary takes pride in what it has contributed to the increased enrollment of Howard University. For

six years we have been systematically conducting examinations, distributing News Bulletins and literature concerning Howard University in more than 55 cities and 27 states, in promoting good will for Howard University and interesting students in coming to Howard University, in conducting scholarship examinations in search of gifted students, in solicitations from graduates and friends of the University for scholarship purposes. During this period we have waged an intensive campaign through advertising, news releases, personal visitations with editors and reporters of various newspapers and magazines in an effort to foster good will, for an understanding of the program of the University, and to smooth away misunderstanding and resentment, and to create a positively favorable attitude toward the University. We feel that the results of these efforts were shown in the steady increase in the enrollment in Howard University during the entire period since Pearl Harbor. All other Negro schools, as well as white institutions, have at the same time suffered a steady drop in enrollment until this present year.

Since the Howard University Scholarship Fund was inaugurated four years ago, 1,233 Howard graduates and friends of the University in 201 cities in 34 states and the District of Columbia have pledged $100,695.64 of which a total of $67,780.64 has been paid in cash.

Respectfully submitted,

James M. Nabrit, Jr.
Secretary

SUPPLEMENT

COMPETITIVE SCHOLARSHIP EXAMINATION

1945 - 1946

The Howard University National Competitive Scholarship Examinations continue to show qualitative as well as quantitative advances.

Qualitatige Advances

The graduating class of 1945 contained the first group of scholarship winners to survive four complete years of study at the University and graduate. There were 21 winners to register in the fall of 1941, 11 of whom, or 52% continued through the four years of study and graduated in the class of 1945.

Of the 11 to graduate, 10 or 91% finished with honors as follows:

5 or 45% graduated Summa Cum Laude

3 or 27% graduated Magna Cum Laude

2 or 18% graduated Cum Laude

This performance indicated a high degree of faculty-student coordination, as well as reflects the possibility of discovering competent students through the competitive scholarship examination.

In the graduating class of 1946, there are 7 persons who entered as freshmen in the fall of 1942 and continued their study through four full years.

Of the seven to graduate, four merited Cum Laude.

During the war years there were many interrupting influences which tended to reduce continuation of study. Many needy students were offered opportunities to earn large salaries as war workers, which they accepted,

thereby postponing completion of their college work. This was true in each of the entering Freshman classes during the war years. While enrollment was largest in the history of the institution, continuous study was interrupted.

These accomplished scholarship winners who graduated in the classes of 1945 and 1946 prove the qualitative advance produced by and through the National Competitive Scholarship Examinations.

We are producing more and better graduates.

Quantitative Advance

The following tables I, II, III, IV, and V indicate a trend toward an increase in number of participants.

TABLE I

Summary Statement of Participants by Centers
A. J. Blackburn

Center	No. of Schools	No. of Cities	Male	Female	Total
Charleston, W. Va.	1	1	2	10	12
Roanoke, Va.	2	2	6	8	14
Norfolk, Va.	2	2	12	16	28
Richmond, Va.	1	1	11	35	46
Pittsburgh, Pa.	4	2	7	4	11
Youngstown, Ohio	5	1	3	11	14
Akron, Ohio	4	2	4	19	23
Cleveland, O.	4	1	5	26	31
Toledo, Ohio	2	1	3	5	8
Detroit, Mich.	5	1	8	23	31
Columbus, Ohio					
Newark, N. J.	9	8	16	13	29
New York City	15	5	14	32	46
Trenton, N.J.	4	4	2	11	13
Atlantic City, N.J.	1	2	7	8	15
Harrisburg, Pa.	1	1	1	5	6
Philadelphia, Pa.	7	2	14	18	32
Wilmington, Del.	1	1	2	7	9
Baltimore, Md.	1	1	13	11	24
Washington, D. C.	2	2	19	41	60

In 20 centers located in 9 states and the District of Columbia, 452 students (149 male, 303 female) representing 71 schools located in 40 different cities took the examinations administered by Mr. Blackburn.

TABLE II

Statement of Participants by Centers
W. W. Blocker

Center	No. of schools	No. of cities	Male	Female	Total
Chicago, Ill.	14	2	47	81	128
Gary, Ind.	3	2	13	34	47
Kansas City, Mo.	2	2	17	36	53
Kansas City, Kans.	1	1	18	21	39
St. Louis, Mo.	4	3	29	74	103
Louisville, Ky.	3	3	22	32	54
Indianapolis, Ind.	2	2	2	8	10
Dayton, Ohio	3	2	8	5	13
Cincinnati, Ohio	2	1	3	2	5
Winston-Salem, N.C.	1	1	3	3	6
Charlotte, N.C.	1	1	9	23	32
Raleigh, N.C.	3	3	10	15	25
Wilmington, N.C.	1	1	7	4	11
Columbia, S.C.	2	2	11	20	31
Charleston, S.C.	3	2	24	31	55
Savannha, Ga.	1	1	6	14	20
Jacksonville, Fla.	2	1	6	18	24
Miami, Fla.	1	1	6	6	12
Atlanta, Ga.	1	1	8	19	27
Birmingha, Ala.	2	2	13	15	28
Jackson, Miss.	1	1	9	15	24
Baton Rouge, La.	2	1	3	10	13
New Orleans, La.	2	2	18	11	29
Beaumont, Texas.	1	1	19	11	30
Houston, Texas	3	1	5	18	23
Dallas, Texas	3	2	18	32	50
Little Rock, Ark.	2	1	8	9	17
Tulsa, Okla.	5	5	11	14	25
Memphis, Tenn.	3	2	26	15	41
Knoxville, Tenn.	1	1	6	6	12
Total	75	51	385	602	987

In 30 centers located in 17 states, 987 students (385 male, 602 female) representing 75 schools located in 51 cities took the examinations administered by W. W. Blocker.

TABLE III
Recapitulation

Field Agents	No. of centers	No. of schools	Cities	Male	Female
A. J. Blackburn	20	71	40	149	303
W. W. Blocker	31	75	51	385	602
	51	146	91	524	905

Total students male and female 1,439.

TABLE IV

Comparative Statement	Participants	Male	Increase-decrease Female
1944 - 45	1259	395	863
1945 - 46	1439	534	905
Increase	180	139	42

In 26 states and the District of Columbia, 1439 students, (534 male, 905 female) were examined by the two field agents. These students represented 146 schools located in 91 cities. A total of 51 examinations were administered.

There is an over-all increase of 180 student-participants in the 1945-46 examinations over the 1944-45. By sexes, the increase is as follows: Male participants 139, female 42. Perhaps this increase resulted largely from the return to high schools of veterans whose induction into the Armed Forces interrupted their study.

The constantly increasing number of participants each year indicates that high school students are eager for study opportunities in institutions of higher learning. A sustained interest in the growth and complete integration of students on the part of the several faculties is shown. This interest on the part of the faculty, is not centered on developing students in particular fields; rather, their emphasis is child-centered; to have each child become his or her best self in absorbing knowledge, as well as in living a life.

Advances in quality and in quantity are indicated throughout the history of Howard University's National Competitive Scholarship Examination.

TABLE V

	Winners 1945					
	1945 Winners			1945 Winners to Register		
Area	Male	Female	Total	Male	Female	Total
1	5	5	10	1	1	2
2		3	3			
3	1	3	4		2	2
4	3	4	7		2	2
5	1	2	3			
6		2	2		2	2
7	2	1	3			1
8	1	3	4	1		
9		2	2		2	2
10		2	2		1	1
11	1	1	2		1	1
Totals	14	28	42	2	11	13

November 20, 1946

RECEIVED
NOV 23 1946
Southern Regional Council

From: Jacob Billikopf

To: Guy Johnson

In confidence I am sending you copy of a letter Lloyd K. Garrison wrote to Dr. Mordecai Johnson, October 23rd. Dr. Johnson replied that the matter would be taken up at a time when Dr. Works' report is submitted.

I saw Virginius Dabney over the weekend in Richmond. He spoke so highly of you.

Kindest regards.

Billie

COPY

October 23, 1946

President Mordecai Johnson
Howard University
Washington 1, D. C.

Dear President Johnson:

It occurred to me, as a result of thinking about the special meeting of the Board of Trustees to be called sometime this winter to consider the report from the Committee on Instruction and Research, that it might be a good thing to have a regular mid-winter meeting of the Board of Trustees at which we would have no committee routines but would spend a day or two getting better acquaited with the University. I have in mind such possibilities as a series of informal meetings with faculty people to hear from them what they are doing and perhaps a chance to visit some classes, to talk with students, etc. I mentioned this to two or three other members of the Board in a rather casual way and they seemed to think the idea worth discussing and suggested that we might put it down on the agenda of the special meeting of the Board, whenever it is called.

I am Chairman of the Education Committee of the Baord of Trustees of Sarah Lawrence College and we are planning to go there for a session of two and a half days to get acquainted with what is going on in the college; and very likely this experiment will ripen into an annual affair. I have had increasingly the feeling at Howard that the Trustees might be brought closer to the life of the University. But I do not want to argue the point. This is just to ask whether it would be feasible to put the topic down for a little discussion when the Board meets provided, of course, that there is time to discharge the primary business for which we are called together.

Sincerely yours,

/s/ Lloyd K. Garrison

file

HOWARD UNIVERSITY
WASHINGTON, D. C.

RECEIVED
NOV 25 1946
Southern Regional Council

OFFICE OF THE PRESIDENT

November 21, 1946

Dear Dr. Johnson:

On behalf of Dr. C. C. Spaulding, Chairman of the Trustee Committee on Nominations, I am sending you herewith a list of four names of nominees to be added to the list of 35 names presented at the Semi-annual Meeting in October. In accord with the vote of the Board of Trustees at that meeting, the list, thus amended, will become the list to receive consideration at the Annual Meeting of the Board of Trustees on Tuesday, April 8, 1947.

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta 3, Georgia

ADDITIONAL NAMES FOR MEMBERSHIP ON THE
BOARD OF TRUSTEES IN ACCORD WITH
VOTE OF BOARD OF TRUSTEES, OCTOBER 22, 1946
AMENDING THE LIST THEN PRESENTED

(1) RALPH FLANDERS
Jones-Lamson Tool Co.
Springfield, Vermont

President of Jones-Lamson Tool Co. One of five chosen to advise the President of the United States on economics. Was an original member of the NRA. Past President of the Society of Mechanical Engineers. Past President of the Citizens Reserve Bank of Boston. About 61 or 62 years old.

(2) LESLIE R. ROUNDS
33 Liberty Street
New York City

First Vice President of the Federal Reserve Bank of New York. Member of the Broadway Tabernacle Church. President of Congregational Annuity Fund. About 59 years of age.

(3) MISS HELEN KENYON
287 Fourth Avenue
New York City

Perhaps the most outstanding woman in the Congregational world today. For 25 years she was a trustee of Vassar College. President of Vassar Board for a number of years. She has been chairman of a number of national undertakings for the congregational churches and is active in the national work now. She is about 60 years of age.

(4) THE REVEREND FRANCIS W. McPEEK
Silver Spring, Maryland

Director of the Department of Social Welfare, Washington Federation of Churches. Recently elected Secretary of the Council for Social Action, Congregational Christian Church, 289 Fourth Avenue, New York 10, New York.

HOWARD UNIVERSITY

WASHINGTON 1, D. C.

OFFICE OF
THE SECRETARY

February 14, 1947

TO: THE MEMBERS OF THE
BOARD OF TRUSTEES
HOWARD UNIVERSITY

Upon direction of the President, I am writing to inquire of the members of the Board of Trustees if they plan to attend Charter Day exercises on Monday, March 3, 1947.

In the traditional morning exercises at ten-thirty o'clock, in Andrew Rankin Memorial Chapel, three Annual Alumni Awards will be made to Dr. Dwight O. W. Holmes in Education; Mr. Z. Alexander Looby in Law; and to Mr. George E. C. Hayes in Law; while Dr. Dwight O. W. Holmes, President of Morgan College, Baltimore, Maryland, will deliver the principal address.

The Charter Day Banquet, under the joint supervision of the Classes of Sevans and the Board of Trustees, will be held in the evening at eight o'clock in Frazier Hall, at which time the recipients of the Annual Alumni Awards will be presented for brief talks.

In order that suitable accommodations may be provided for members of the Board of Trustees, I will appreciate your advising me as early as possible whether it is convenient for you to attend.

Sincerely yours,

James M. Nabrit, Jr.
Secretary

Sent regrets
2-15-47
JB

JMN:lal

April 7, 1944

Mr. Richard W. Hale
60 State Street
Boston, Massachusetts

Dear Mr. Hale:

Thanks a lot for your letter which was forwarded to me here. I have been living in Atlanta since January 8. I am living alone, but I do not like it. Housing is quite a problem, and so far I have not been able to get a place for my family.

I have been so completely swamped with work since coming to Atlanta that I have not done justice to the Committee on Instruction and Research of the Howard University trustees. I think it is fine that you are studying the situation at Howard and I hope that you will speak up for the importance of our Committee's giving more attention to the problems of curriculum and research. I believe I said in a previous letter that ever since I have been on the Board I have had a feeling that the Committee has dealt with everything under the sun except instruction and research. There is a disposition on the part of the administration not to trust to democratic processes and not to let the faculty exercise the control which it should, and there is a disposition on the part of the faculty to play personal politics and to abuse the privileges of self-government. I do not mean to suggest that such things are peculiar to Howard University, but I do think it is quite understandable that such tendencies should be somewhat exaggerated in a minority group institution. I have from time to time said in Committee meetings that we are dealing with a lot of details which should never come before us but should be left entirely to the discretion of the various departmental faculties. We must keep pushing in that direction.

I had hoped to write you at some length, but we are in a somewhat hectic situation right now, and I shall have to close here. Looking forward to seeing you at Howard on Monday and Tuesday, I am

Cordially yours,

GUY B. JOHNSON
Executive Director

GBJ:m

FROM RICHARD W. HALE

ADDRESS:
60 STATE STREET
BOSTON, MASSACHUSETTS
U. S. A.

WINTER ADDRESS:
BOX 155, R.D. 1, NEEDHAM, MASS.
TELEPHONE, DOVER 1

SUMMER ADDRESS:
BOX 688, BAR HARBOR, MAINE
TELEPHONE, BAR HARBOR 403-M

REPLY TO BOSTON

March 26, 1944.

Professor Guy B. Johnson,
Westwood,
Chapel Hill,
North Carolina.

Dear Professor Johnson,

As the time for the next Howard meeting comes around, I should write you to get in touch with anything that may be going on that concerns our Committee on Instruction and Research. I gather that Professor Logan has moved down from being Dean of the Graduate School, (Acting) and infer that Price now has full authority and will be confirmed as Dean of the College.

Before I left Howard, at the last meeting, I had a talk with Logan about the Howard Studies in Social Sciences, which he sent me, and which he had sent to the John Rylands Library, in Manchester, England, at my suggestion. I gathered from that talk, and from a talk I had with Price, that there is now no faculty body deciding on curriculum, and ~~that~~ infer in that case that one of the problems before our committee is to see to the setting up of such a body, when the time is ripe for it. My talk with Price was about his Thesis, mostly, and I hope he may come up with suggestions for active remedial work of the kind outlined in it. At the last meeting I had the feeling things were in the air, to come out later, and these talks were attempts to find out just what sort of problems might later come up to us.

In the Journal and Guide, which I read to keep up with our Chairman's ideas, I read of your new job. Best of luck with it. I hope to hear about it when I see you, and that you will not again have such a cold.

I have also been reading Myrdal's excellent study, in such spare time as I have, with great interest, and would much appreciate knowing what you, an insider in the work, think about it.

Yours sincerely,

Richard W. Hale Jr

Richard W. Hale, Jr.

1. ORIGINAL BY AIR MAIL 2. DUPLICATE BY ORDINARY MAIL 3. FILE COPY

BEST COPY AVAILABLE

Schedule of Meetings

Standing Committees - Board of Trustees

Howard University

****

Washington, D. C.
Treasure Room
Founders Library

Monday, April 10, 1944

Time	Committee	Chairman
Morning:		
9:00 - 11:00	Instruction and Research	Dr. Guy P. Johnson
11:00 - 11:45	School of Religion	Dr. C. H. Garvin
11:45 - 12:30	Buildings and Grounds	Dr. T. J. Jones
Afternoon:		
2:00 - 5:30	School of Medicine	Dr. P. M. Murray
5:30 - 6:15	School of Law	Dean L. K. Garrison
Evening:		
7:30 - 8:30	Degrees	Atty.G. W. Crawford
8:30 - 9:15	Finance	Dr. C. H. Tobias
9:15 - 10:00	Nominations	Dr. C. C. Spaulding

HOWARD UNIVERSITY
WASHINGTON, D. C.

OFFICE OF THE PRESIDENT

April First
1 9 4 4

Dear Dr. Hale:

By direction of Dr. Guy B. Johnson, Chairman of the Trustee Committee on Instruction and Research, this Committee is called to meet in the Treasure Room, Founders Library, Howard University, at 9:00 a.m., April 11, 1944. Please advise on the enclosed card whether you find it possible to meet with the Committee at this time. I greatly hope that you will.

Sincerely yours,

Mordecai W. Johnson

Dr. Richard W. Hale, Jr.
60 State Street
Boston, Massachusetts

CC: Dr. Johnson

COPY

Howard Univ. — Committee on Instr. / Research

October 11, 1944

Dr. Mordecai W. Johnson
President
Howard University
Washington 1, D. C.

Dear Dr. Johnson:

Monday, October 23, at 9:00 A. M. is quite satisfactory to me for the meeting of the Committee on Instruction and Research. I am leaving Atlanta Saturday night in order to make sure to be on hand for this Committee meeting.

Very cordially yours,

GUY B. JOHNSON
Executive Director

GBJ:m

HOWARD UNIVERSITY
WASHINGTON, D. C.

OFFICE OF THE PRESIDENT

Zone 1

October Ninth

1 9 4 4

Dear Dr. Johnson:

Greetings and good wishes to you!

The annual meeting of the Board of Trustees is scheduled to occur on Tuesday morning, October twenty-fourth. I am now preparing the schedule of the standing committees on the day preceding. The best time for the meeting of the Committee on Instruction and Research seems to me to be the hours from 9:00 to 11:00 in the morning, as on last year. Please advise by return mail whether this hour is acceptable to you. I shall then be glad to call a meeting for that time in your name. If I do not hear from you to the contrary by Friday, October 13th I shall assume that the date is satisfactory.

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta 3, Georgia

SCHEDULE OF MEETINGS
STANDING COMMITTEES, BOARD OF TRUSTEES
HOWARD UNIVERSITY

1944

WASHINGTON, D. C.
TREASURE ROOM
FOUNDERS LIBRARY

Morning	Monday, October 23	Chairman
9:00-11:00	Committee on Instruction and Research	Dr. Guy B. Johnson
11:00-11:45	Committee on the School of Religion	Dr. C. H. Garvin
11:45-12:30	Executive Committee	Dr. George W. Coleman
Afternoon		
2:15-4:15	Committee on the School of Medicine	Dr. P. M. Murray
4:15-5:00	Buildings and Grounds Committee	Dr. Thomas Jesse Jones
5:15-5:55	Committee on the School of Law	Dean L.K. Garrison
Evening		
9:00-9:30	Committee on Nominations	Dr. C. C. Spaulding
9:30-10:15	Finance Committee	Dr. C. H. Tobias

H21 - Com Instr

October 23, 1944
(Dictated - October 19)

Mr. Richard W. Hale, Jr.
16 Danville Street
West Roxbury 32, Massachusetts

Dear Mr. Hale:

I was delighted to have your letter of October 14 with its valuable suggestions concerning the work of the Graduate School at Howard University. By all means, let's bring these thoughts up at the Committee meeting.

I am laid up with a cold and I am working at home just now, but I hope to be able to get to Howard. I plan to leave here Saturday afternoon.

We have been moving our headquarters, which probably explains why I am under the weather. The dust of the ages was too much for me. You might want to make a note of our new address: Room 432, 63 Auburn Avenue, N. E.

Cordially yours,

GUY B. JOHNSON
Executive Director

GBJ:m

FROM RICHARD W. HALE

ADDRESS:
60 STATE STREET
BOSTON, MASSACHUSETTS
U. S. A.

REPLY TO BOSTON

WINTER ADDRESS:
BOX 155, R.D. 1, NEEDHAM, MASS.
TELEPHONE, DOVER 1

SUMMER ADDRESS:
BOX 688, BAR HARBOR, MAINE
TELEPHONE, BAR HARBOR 403-M

October 14, 1944.

Professor Guy M. Johnson,
Southern Regional Conference,
Atlanta, Georgia.

Dear Professor Johnson,

This is a line, written before the Howard Trustees Meeting, to give you some thoughts of mine. I have been reading the Graduate School and Liberal Arts College Reports, and trying to get the gist of them.

The proposal of the Graduate School Report to give the United Negro College Fund money, at least in part, to building up the school, seems to have great merit. From a money raising point of view it is good; that I know from having been theBoston Chairman of the United Negro College Fund. From the University's point of view it also seems good. If Howard is the best Negro University, and if its M.A. can be made a half-way step to other colleges' Ph. D.'s, it can do great good to Negro Education by providing advanced training to Negro College Faculties. That will be complementary to the work of the other Negro Colleges.

A plan to use that money, raised in conjunction with other colleges, to establish National Scholarships seems competitive, though a good idea, in other respects.

Price seems to have been doing good work in establishing actual standards of achievement in the work at Howard. I would be interested to know if the sort of remedial work outlined in his doctoral dissertation, and based on the results of similar tests, could be adopted, and, if it were adopted, whether it would save the University money, in the tutition fees of students who would be kept in colleges by those remedial measures. If money were so saved, it would justify the hiring of counselling staff.

I have written you these thoughts, so that you could call for them in the Instruction and Research meeting if you wanted them, and could let them slide if we had too much else to do. I feel that proposals from the floor can be a nuisance in a busy meeting.

I am looking forward to seeing you Monday morning the 23rd, which I assume will as usual be the time of the Instruction and Research meeting.

Yours sincerely,

1. ORIGINAL BY AIR MAIL 2. DUPLICATE BY ORDINARY MAIL 3. FILE COPY

Richard Hale Jr

SCHEDULE OF MEETINGS
STANDING COMMITTEES, BOARD OF TRUSTEES
HOWARD UNIVERSITY
1944
Washington, D. C.
Treasure Room
Founders Library

Morning	Monday, October 23	Chairman
9:00-11:00	Committee on Instruction and Research	Dr. Guy B. Johnson
11:00-11:45	Committee on the School of Religion	Dr. C. H. Garvin
11:45-12:30	Executive Committee	Dr. George W. Coleman
12:45-2:00	At lunch with group of faculty and their wives	
2:15-4:15	Committee on the School of Medicine	Dr. P. M. Murray
4:15-5:00	Buildings and Grounds Committee	Dr. Thomas Jesse Jones
5:15-5:55	Committee on the School of Law	Dean L. K. Garrison
6:15-8:45	At dinner with group of faculty and their wives	
9:00-9:30	Committee on Nominations	Dr. C. C. Spaulding
9:30-;0:15	Finance Committee	Dr. C. H. Tobias

COMMITTEE ON INSTRUCTION AND RESEARCH

A meeting of the Committee on Instruction and Research was held in Founders Library, University Campus, October 23, 1944.

Present:

Dr. Guy B. Johnson, Chairman
Dr. Charles H. Garvin
Richard Dr. ~~Arthur~~ W. Hale, Jr.
Dr. Floyd W. Reeves

Dr. P. B. Young, Chairman of the Board of Trustees
Dr. Mordecai W. Johnson, President of the University
Mr. James M. Nabrit, Jr., Secretary of the University

---

1. Recommend that a study be made of the question of placing the faculty of the College of Liberal Arts on a twelve months basis, and that a recommendation be made to the Board of Trustees with respect to the same.

2. Recommend that any specific matters not affecting policy be referred to the Executive Committee with power to act.

3. With respect to authorization of the establishment of a Research Projects Committee, the Committee urges the Graduate Council to set up an Advisory Research Committee within the Graduate Council.

4. Recommend that the following regulations governing admission to the Graduate School:

> "Any person who is a graduate of a college or university on the approved list when the degree was granted and whose graduate major is in a department approved by the Graduate Council may be admitted to the Graduate School,"

be revised to read as follows:

(1) Any student who is a graduate of a college or university fully accredited by a regional accrediting agency when the degree was granted and who has an average of B (at least 2.0 average) in his major subject and related courses or in his field of concentration, and a better than C average for the four years of college work, is eligible for admission to the Graduate School as a <u>regular</u> student. (It should be clearly recognized, however, that admission to the Graduate School does not imply admission to candidacy for a higher degree. The specific requirements of the several departments relative to admission to candidacy should be carefully noted and regarded as additional to the general requirements of admission.)

(2) Any student who is a graduate of a college or university fully accredited by a regional accrediting agency at the time his degree was received but who does not have a B average in his major subject and related courses or field of concentration, and a better than C average for the four years of college work, may register in the Graduate School as a "Special" student. Such a student shall be required to pursue work under the jurisdiction of his department to determine whether he shall

be admitted as a regular student. At the end of at least 15 quarter hours of work in the Graduate School, which must be earned with an average of B, and upon the written recommendation of his department to the Graduate Council, he will be admitted as a regular student. (The program of these students is to be submitted to the Dean of the Graduate School along with the recommendation.) If he is not admitted as a regular student, he may continue only as a non-matriculated student and shall not be eligible subsequently either to work for a master's degree or to take strictly graduate courses (courses numbered 200 and above). Students from Class "B" schools in the Southern Association will be registered as "Special" students and subject to the above regulations.

(3) Any student who is a graduate of a college or university which is not accredited by a regional accrediting association and who has an average of B (at least 2.0 average) in his major subject and related courses or field of concentration, and a B average (at least 2.0 average) for the four years of college work, may register in the Graduate School as a "Special" student. Such a student shall be required to pursue work under the jurisdiction of his department. At the end of at least 15 quarter hours of work in the Graduate School, upon the written recommendation of his department to the Graduate Council, he may be admitted as a regular student. The program of these students is to be submitted to the Dean of the Graduate School along with the recommendation.

Any student who fails to meet the above requirements will be registered as a non-matriculated student and shall not be eligible subsequently either to work for a master's degree or to take strictly graduate courses (courses numbered 200 and above).

(This regulation shall become effective as of the beginning of the Second Quarter of 1944-45.)

5. Recommend that the present regulation governing grades, namely -- "A student's standing is expressed by the grades S (Satisfactory), U (Unsatisfactory), I (Incomplete), or W (Withdrawn)", -

be revised to read as follows:

A student's standing is expressed by the grades A, B, C, D, E, F, I, WP, and WF. A grade of A denotes excellent scholarship and yields three (3) quality (grade) points for each quarter hour earned; B is good, with 2 quality (grade) points; C is Fair with 1 quality (grade) points; D is poor, with no (0) quality (grade) points; and E and F are Failure with minus one (-1) and minus (-2) quality points, respectively. The grade of "I" indicates that the work, otherwise satisfactory, was incomplete at the time of making the report of grades. The grades WP and WF are given students who withdraw from a course after the first five days of the quarter. The grade WP signifies that the student withdrew while passing in the course and carries no quality (grade) point value; the grade WF, that the student withdrew while failing and carries a quality (grade) point value of minus two (-2) for each quarter hour carried.

Only the courses which have been pursued with a grade of B or better may be counted toward fulfillment of the requirements for the master's degree.

(This revised regulation shall become effective as of the Fall Quarter, 1944-45)

6. Recommend that the following probation regulation, namely, -- "Any candidate for a degree who receives a grade of U in four courses will be withdrawn from candidacy" -

be revised to read as follows:

Every graduate student is required to maintain an average of B (2.0 quality or grade points) for each quarter in residence, based upon 15 quarter hours. Any student who carries less than 15 quarter hours is required to make a grade of B or better in each course carried.

If any student fails to maintain the above scholarship standard, he shall be put on probation, and if he fails to maintain this scholarship standard in any subsequent quarter, he shall be permitted to continue in the Graduate School only as a non matriculated student and shall be subject to the rule governing non-matriculated students.

7. Recommend that the following regulations governing eligibility and award of scholarships and fellowships, namely -- "Ten fellowships and 22 scholarships are available for graduate students whose records show an average grade of at least "B" during their last year of undergraduate work, or so much thereof as the Graduate Council may deem necessary to determine the competence of the candidate" --

be revised to read as follows:

Any person who is eligible to be admitted to the Graduate School as a regular student is eligible for consideration for a Fellowship, provided that: (1) he has an average of at least B (2.0) for his entire college record; or (2) he has a record of B plus (2.5 or above) in his major subject and related courses or in his field of concentration. The recommendation of the head of the department in which the student plans to do his work is mandatory.

Any person who is eligible to be admitted to the Graduate School as a regular student, upon the recommendation of the major department in which the student plans to do his work , is eligible to apply for Scholarship aid.

8. Recommend that the following recommendation be referred to the President with power:

That the University subsidize graduate work in the Summer School to the extent of $2,500 a year; this subsidy to supplement the income of the Summer School so that graduate classes (which, because of their small enrollment would not be and could not be self-supporting) can be given in order to permit students who can attend Summer School only, to complete their work for the master's degree by attendance exclusively at Summer School. (The Dean of the Graduate School, the Director of the Summer School, and the Head of the Department concerned will be responsible for the administration of the subsidy in the instance of each class thus subsidized.)

9. Recommend that the following recommendation be approved in principle and the President be instructed to be as helpful as possible in the matter:

That an annual appropriation of $5,000 be made to the Graduate School with which to aid in the prosecution and publication of the research of faculty members in the Graduate School, both as individuals and groups; and that the Research Projects Committee be given jurisdiction to determine what projects should be subsidized, to what extent, and under what conditions.

10. Recomend, with respect to the following recommendation, that the University go as far as funds become available:

That the sum of $6,300 established in the budget for Graduate School fellowships and scholarships be increased to $10.638, and be distributed and administered as follows:

(1) Eighteen fellowships, each having a maximum value of $450, are hereby authorized. Of this amount $141 is chargeable against incidental fee only and the remainder is chargeable first against room rent in one of the University residence halls, and second against board in the University Cafeteria - the remainder, if any, being paid to the student in cash. (In the event the University cannot accommodate said student with a room in one of the residence halls, and in the event it would work a special hardship upon said student to dine in the University Cafeteria, the remainder of the stipend, after the incidental fee has been charged, shall be paid to the student in cash.)

(2) Eighteen (18) scholarships, each with a maximum value of $141.00 chargeable against the incidental fee only are hereby authorized.

11. Recommend, with respect to the following recommendation, that the University go as far as funds become available:

That Five (5) assistantships, each carrying a stipend of $500 and a remission of all fees, except matriculation fee, be established in the Graduate School to be awarded to students of demonstrated scholarship over and above what is normally required for fellowships and scholarships.

~~12x~~ Recommend that the following recommendations be approved in principle and the Executive Committee be authorized to proceed with step as funds are available:

12. That the Division of Social Work in the Graduate School now operating as a one-year training program in social work, leading to a certificate in social work, be made a two-year professional program of social work, leading to the master's degree.

13. That the Division of Social Work in the Graduate School be separated from the Graduate School and made a Graduate School of Social Work, with autonomy comparable with other schools and colleges within the University.

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14. Recommend that the Secretary of the University send an engrossed acknowledgement and thanks for the painting of Marion Anderson by Paul Melchor, presented to the University by Mr. Haskell W. Cramer, 820 Olympic Boulevard, Los Angeles, California.

Howard U - Pres.

October 15, 1945

President Mordecai W. Johnson
Howard University
Washington 1, D. C.

Dear Dr. Johnson:

I have received your communication concerning the schedule of the standing committees of the Howard University Board of Trustees. The time which you have suggested, 9:00 A. M. October 22, is quite acceptable to me for the meeting of the Committee on Instruction and Research.

All good wishes.

Sincerely yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT

P. S. I find that there is some delay in receipt of mail from Howard University because occasionally it goes to Chapel Hill, N.C., or to 710 Standard Bldg. Atlanta. I hope that your secretary will make note of my address as shown on this letterhead.

GBJ

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

OFFICE OF THE PRESIDENT

October Twelfth

1 9 4 5

RECEIVED
OCT 15 1945
Southern Regional Council

Dear Dr. Johnson:

Greetings and good wishes to you!

The annual meeting of the Board of Trustees is scheduled to occur on Tuesday morning, October twenty-third. I am now preparing the schedule of the standing committees on the day preceding. The best time for the meeting of the Committee on Instruction and Research seems to me to be the hours from 9:00 to 11:00 in the morning. Please advise by return mail whether this hour is acceptable to you. I shall then be glad to call a meeting for that time in your name. If I do not hear from you to the contrary by Friday, October 16th I shall assume that the date is satisfactory.

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta 3, Georgia

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

OFFICE OF THE PRESIDENT

October Seventeenth

1 9 4 5

RECEIVED
OCT 19 1945
Southern Regional Council

COPY

Dear Dr. Murray:

By direction of Dr. Guy B. Johnson, Chairman of the Trustee Committee on Instruction and Research, this Committee is called to meet in the President's Office, Founders Library, Howard University, at 9:00 a.m., Monday, October 22, 1945. Please advise on the enclosed card whether you can find it possible to meet with the Committee at this time. I greatly hope that you will.

Sincerely yours,

Mordecai W. Johnson

Dr. Peter Marshall Murray
2588 Seventh Avenue
New York 30, New York

CC: Dr. Guy B. Johnson

SCHEDULE OF MEETINGS
STANDING COMMITTEES, BOARD OF TRUSTEES
HOWARD UNIVERSITY
Washington, D. C.

President's Office
Founders Library
Monday, October 22, 1945

Morning		Chairman
9:00 - 11:00	Committee on Instruction and Research	Dr. Guy B.Johnson
11:00 - 11:45	Committee on the School of Religion	Dr. C. H. Garvin
11:45 - 12:30	Executive Committee	Dr.Jacob Billikopf
Afternoon		
12:45 - 2:00	At lunch with group of faculty and their wives	
2:15 - 4:15	Committee on the School of Medicine	Dr.P.M. Murray
4:14 - 5:00	Buildings and Grounds Committee	Dr.Thos. J.Jones
5:15 - 5:55	Committee on the School of Law	Dean L.K.Garrison
Evening		
6:15 - 8:45	At dinner with group of faculty and their wives	
9:00 - 9:30	Committee on Nominations	Dr.C.C.Spaulding
9:30 -10:15	Finance Committee	Dr. C. H. Tobias

16 DANVILLE STREET
WEST ROXBURY, 32
MASSACHUSETTS

RECEIVED
APR 1 1946
Southern Regional Council

March 30, 1946.

Guy B. Johnson, Esq.,
Southern Regional Council,
63 Auburn Avenue, N.E.,
Atlanta 3, Georgia.

Dear Guy Johnson,

I gather that again there will not be an interim meeting of the Committee on Instruction and Research, but that we will try to do all we can on Monday morning. If you should have any attempt to meet earlier, please telegraph me, since my present plans are to take the night train from Boston, April 7.

I have several questions in mind about the departmental and divisional organization of the faculty - acquired by a long talk with Dean Thompson of the Graduate School - but they can wait till Monday the 8th, having waited until now.

Yours sincerely

Richard W. Hale Jr.

I am enjoying the S.R.C. material greatly.

April 9, 1946.
Recommendation from Com. on Instr. & Research

This Agreement, made and entered into _____, 1946, by and between Local 10, Washington, District of Columbia, of the United Federal Workers of America in affiliation with the Congress of Industrial Organizations, First Party, hereinafter called the "Union" and the Howard University, District of Columbia corporation, having its principal offices in Washington, District of Columbia, Second Party, hereinafter called the "University,"

WITNESSETH THAT:

Article I

BARGAINING UNITS

These articles and related schedules as hereinafter provided constitute an agreement between the Howard University represented by the Board of Trustees or Committee thereof and/or the President of Howard University representing the Board of Trustees and Local 10, United Federal Workers of America, Congress of Industrial Organizations representing the non-teaching employees of the Howard University. The bargaining unit for non-teaching employees shall include:
Generally: All non-teaching employees of Howard University in all departments as set forth below excluding all teachers, all deans, directors of Schools of Music, Summer and Evening Schools, and all student workers.
Specifically: All employees in: (A) Service Enterprises except: 1. Dietitian and Housekeepers (B) Buildings and Grounds except: 1. Superintendent 2. Chief Engineer 3. Assistant Superintendent of Construction 4. Assistant Superintendent of Grounds 5. Assistant Chief Engineer 6. General Foreman 7. Chief Custodian (C) University Libraries except: 1. University Librarian 2. Law School Librarian (D) Assistant in Instruction except: 1. The resident staff of doctors at Freedmen's Hospital (Includes technicians, non-teaching assistants, nurses, assistant anesthetists, animal caretakers, dieners, storekeepers.) (E) Administrative Staff except: 1. General Administrative Officers, 2. Administrative Assistant to the President 3. Assistant Treasurer 4. Assistant Registrar 5. Field Agents 6. Assistant University Physician (F) Secretarial and Clerical except: 1. Those in the Office of the President 2. Those in the Office of the Secretary 3. The Secretary to the Treasurer, Deans and other Administrative Officers who were excluded from voting in the election of December 12, 1945.

Article II

NON-INTERFERENCE

For the purpose of collective bargaining employees of the University have the right to organize and designate representatives of their own choosing. In the exercise of this right, the Union shall be free from any and all restraint, interference, or coercion on the part of the management and supervisory staff. This shall not be construed to limit the rights of employees to organize for other lawful purposes, Membership in the Union shall not be discouraged by anyone acting in an administrative or supervisory capacity for the University.

Article III

GRIEVANCES

Section 1. A grievance within the meaning of this agreement shall be defined as any problem, dispute, complaint, controversy, difference or similar matter relating to wages, hours of work, or working conditions covered by this agreement and any matter involving the interpretation or violation of any provision of this agreement. Disputes involving the interpretation of the term "working conditions" shall be submitted to arbitration as provided for in Step IV, Article III of this Agreement.

No employee shall be dismissed, demoted, or his status otherwise adversely affected except for just and sufficient cause. Any employee who is dismissed, or aggrieved by disciplinary action by the University, shall have the right to have such action considered as a grievance and settled by the grievance procedure established under this Agreement. If such discharge or disciplinary action is determined to be unjustified, the employee shall be entitled to reinstatement and back pay if loss of pay resulted from said disciplinary action.

Section 2. It shall be the purpose of the procedures for adjustment of problems, disputes, complaints, controversies or grievances to affect adjustment as close to the level of origin as possible. It shall be the further purpose of this procedure to prevent as far as possible the development of problems, disputes, controversies or grievances.

Section 3. The Union shall designate employees of the University to be members of its Grievance Committees. Meetings of the Executive Committee or the Grievance Committees are premitted during working hours provided application as to time and place is made at least twenty-four hours in advance to the heads of departments in which the members are employed. All general meetings or meetings which convene large sections of employees shall be held other than during working hours. Such meetings other than during working hours may be held in University buildings provided application as to time and place is made in advance.

Section 4. The procedure under this Article is available to the Union and the University for the presentation and settlement of problems, disputes, complaints, controversies or grievances covered by this agreement or any matter involving the interpretation or violation of any provision of this agreement.

Section 5. The Union shall designate and certify to the University the members of the Grievance Committees provided for in Section 3 of this Article. Each Committee shall have not less than two and not more than five members who shall be employees in the divisions they represent.

Section 6. Grievance Procedure. The following procedure shall be observed in the settlement of grievances:

STEP I

Any employee who believes that he has a justifiable grievance shall first discuss the same with his immediate supervisor either alone or, at the employee's option, accompanied by a member of the Grievance Committee. If the matter is not settled in this discussion with the immediate supervisor, the member of the Grievance Committee shall take it up with the Grievance Committee. If the Grievance Committee determines that a grievance exists under this contract, the Grievance Committee shall discuss this grievance with the immediate supervisor. The immediate supervisor shall give his answer in writing to said grievance within forty-eight hours.

STEP II

The grievance shall be presumed to have been satisfactorily disposed of under Step I, unless within three (3) days after the expiration of the 48 hour period referred to in Step I for the employee's immediate superior to give his answer, a statement of the grievance is presented in writing to the head of the department in which said employee works. Opportunity shall be given for a discussion of said grievance at the time of such presentation between the department head, said employee and the Grievance Committee. The department head shall give his answer in writing to said grievance within three days from the time of such presentation thereof to him.

STEP III

The grievance shall be presumed to have been satisfactorily disposed of under Step II unless within five (5) days after the expiration of the three day period referred to in Step II for the giving of an answer by the department head, the written statement of the grievance is presented to the representative of the President's Office for consideration and discussion. An opportunity for such a discussion with the representative of the President's Office shall be afforded to not more than five (5) representatives of Local Union #10. The employee feeling himself aggrieved may be present at the discussion with the representative of the President's Office, if the said employee so elects. The representative of the President's Office shall give an answer in writing to such grievance within seven (7) days from the time of the presentation thereof to him.

STEP IV

The grievance shall be presumed to have been satisfactorily disposed of under Step III unless within ten (10) days after the expiration of the seven day period referred to in Step III for the giving of an answer by the representative of the President's Office, the Union serves notice in writing on the representative of the President's Office that it elects to submit the grievance to arbitration. In such event the Union shall select one arbitrator, the University shall select one arbitrator, and these two shall promptly

select a third arbitrator to serve as impartial chairman from the following named persons:

Jacob Billikopf
Faburne D. DeFrantz
Lloyd K. Garrison
Floyd Reeves
Channing H. Tobias

The list immediately preceding may be revised from time to time by mutual agreement of the contracting parties.

The decision of this arbitration group shall be final and binding upon the parties to this Agreement. The cost of such arbitration proceedings shall be borne equally by both parties to this Agreement.

The periods of time set forth above in this Section 6 shall be exclusive of Sundays and holidays. Furthermore, the University may elect to set times for the regular presentation of grievances to the representative of the President's Office, provided that such times are scheduled at least twice a month. In the event such action is taken by the University the discussions provided for under Step III with the representative of the President's Office shall take place at the next regularly scheduled meeting after the presentation of such grievance to the representative of the President's Office rather than at the time of such presentation to him.

Article IV

WAGES, HOURS, SALARIES, RATES OF PAY, AND RETIREMENT BENEFITS

Section 1.

(a) The hours of work shall be the same as those now existing; a 40 hour week, with such variations as now exist or as may be mutually agreed upon.

(b) The rates of pay shall be as contained in Exhibit A, attached hereto, and made a part of this agreement.

(c) Holidays, vacation leave, and starting and quitting time for regular hours as now prevail shall continue for the duration of this agreement unless changed by mutual consent of the parties hereto.

(d) Classification of non-teaching positions shall be based upon the Harvey Survey and classification. New positions shall be classified on basis of similar positions in other areas of the University.

Section 2. The University and the Union agree to work jointly in the development of a retirement plan and of a sick leave plan for the purpose of placing such plans into operation at the earliest possible date.

Article V

APPOINTMENTS, PROMOTIONS, TENURE AND LAY-OFFS

Section 1. The Union and the University agree that appointments and promotions shall be made upon a merit basis and that seniority shall be a part of any and all considerations for promotions and continuation in service when reduction in force becomes necessary.

Section 2. The Union and the University agree that vacancies among the non-teaching employees shall be filled from within as far as is possible. To this end full description of the position including duties, classification, salary and qualifications shall be posted on bulletin boards throughout the University and ten (10) copies sent to the Union.

Section 3. The Union and the University agree that the present tenure regulations of the University affecting non-teaching employees shall remain in force and effect during the life of this Agreement, except where they conflict with the provisions of this Agreement.

Article VI

UNION MEMBERSHIP

Section 1. It is agreed that all non-teaching employees now in the employ of the University and now members of the Union, shall remain members in good standing as a condition of employment.

Section 2. It is agreed that all persons who are hired by the University subsequent to the signing of this agreement shall become members of the Union within three (3) weeks, and remain members in good standing as a condition of employment.

Section 3. It is agreed that the University for each non-teaching employee who is a member of the Union shall deduct from the first pay of each month otherwise payable to such employee the Union dues for the preceding month and any initiation fees, all as hereinafter provided, and shall promptly remit the aggregate of such dues and initiation fees to the Union in the form of a check. The monthly dues to be deducted as aforesaid shall not exceed $1.50 per member. The initiation fee as aforesaid for employees who shall have become members during the preceding month shall no exceed $3.00 and shall include the first month's dues.

Amendment retains "Maintenance of Membership" but not "Union Shop". Amendments recommended by Com. on Instr. & Research. On broad reading Floyd Larson agrees that "Union Shop" is inappropriate in a quasi-federal institution.

Article VII

RULES, REGULATIONS AND TERMS OF EMPLOYMENT

It is agreed that the University will make no rule, regulation, or condition of employment which is inconsistent with the terms of this agreement, and the Union will not permit or sanction strikes, stoppage of work, or slow down of work on the part of employees.

Article VIII

AUTHORIZED AGENTS OF THE UNIVERSITY AND THE UNION

Section 1. It is recognized that the President of Howard University is the duly appointed agent of the Board of Trustees of Howard University for the purpose of carrying out all obligations of the University under this agreement. It is further recognized that the President may delegate such of his powers and duties as he may deem appropriate to effectuate the purpose of this agreement.

Section 2. It is recognized that the Chairman of the Howard University Branch, Local 10, U.F.W.A. - C.I.O. is the duly authorized agent of the Union for the purpose of carrying out all obligations of the Union under this agreement. It is further recognized that the Branch Chairman may delegate such of his powers and duties as he may deem appropriate to effectuate the purposes of this agreement.

Section 3. The Union shall inform the University from time to time in writing of the names of the person or persons authorized to enter into negotiations and make decisions for the Union.

Article IX

UNIVERSITY MANAGEMENT

The University reserves full discretion at all times over the administration of its various schools, colleges, divisions and services of all kinds and to determine the manner in which these schools, colleges, divisions and services of all kinds shall be operated and to what extent the services of the employees or any of them shall be required. This agreement shall not be construed as justifying any interference by the Union with reasonable employee discipline or with the efficient conduct of the various schools, colleges, divisions or services operation.

Article X

DURATION OF AGREEMENT

This agreement shall become effective upon its execution by the University and the Union and shall remain in force until March 1, 1947, and from year to year thereafter; provided, however, that should either party desire to terminate this agreement or modify any portion or any of the terms thereof, at the end of any such period, it shall notify the other party in writing of its desire, not less than thirty days prior to the end of such period.

add Article covering termination by Univ. in case of acts of Congress, Adm. rulings, Court decisions, etc. which make provisions untenable, etc.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement, in duplicate, by their duly authorized officers, the day and year first above written.

FOR THE UNIVERSITY

Mordecai W. Johnson, President

James M. Nabrit, Jr., Secretary

V. D. Johnston, Treasurer

FOR THE UNION

Dorothy M. Bailey, President Local 10, UFWA-CIO

Joseph L. Johnson, Vice President
Local 10, UFWA-CIO
Chairmna, Howard University Branch
Local 10, UFWA-CIO

Peggy Dudley, Chairman Negotiations
Local 10, UFWA-CIO

Howard Univ
Thirteen

MINUTES OF EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON, D. C.
APRIL 11, 1944

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MINUTES OF
EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON, D. C.
APRIL 11, 1944

A meeting of the Executive Committee of the Board of Trustees of Howard University was held in the Founders Library, University Campus, April 11, 1944, at 3:30 P. M.

Present:

Dr. George W. Coleman, Chairman
Mr. W. Justin Carter
Mr. Lorimer D. Milton
Dr. C. C. Spaulding

Dr. Mordecai W. Johnson, President of the University
Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Excuse was rendered for Mr. Deyber who was unable to be present.

1. In order to save double expense and inconvenience of travel, it was, upon motion, voted that the May meeting of the Executive Committee be held on Friday, June 2, 1944, at 9:00 A. M.

2. Upon motion, the Secretary was authorized to enter upon the records all advances in rank and salary increases voted by the Board of Trustees and included within the budget.

3. Upon motion, the President is authorized to appoint, pending confirmation by the Board of Trustees, personnel to fill new positions authorized by the Board of Trustees and included within the budget.

4. Upon motion,it was voted that the President shall prepare and have ready for the meeting of the Executive Committee on June 2, a statement covering all advances in rank, increases in salary, and salary increases for accelerated programs authorized by the Board of Trustees, but not included in the budget, for consideration by the Executive Committee.

5. Upon motion, the Secretary is authorized to enter upon the records all appointments and reappointments of personnel within the budget as recommended by the several Trustee committees.

6. Upon motion, it was voted that the names of candidates for degrees recommended by the respective faculties on or before May 26, 1944, as having fulfilled all the requirements for graduation, and approved by a committee composed of the President, Secretary and Treasurer, are hereby approved as candidates for graduation at Commencement on June 2, 1944, and the Secretary of the University is authorized to subsequently add such names to the minutes of the Executive Committee.

PRESIDENT'S MATTERS

GRADUATE SCHOOL:

The President presented the following recommendations from the Dean of the Graduate School:

7. That Dr. Edward L. Davis, 4932 Just Street, N. E., University Physician in the Health Service, Howard University, be appointed part-time lecturer in Social Work for the Spring Quarter, beginning March 21 and automatically expiring June 2, 1944, at a salary of $200.00 for the quarter, subject to any and all deductions.

Upon motion, this recommendation was approved.

8. That Miss Dorothea Sullivan, 2400 - 19th Street, N. W., Washington, D. C., B.A., Trinity College, 1926; M.A., Columbia University, 1930; certificate from Oxford, England; and who was part-time lecturer in Social Work during the Winter Quarter, 1944, be reappointed for the Spring Quarter, beginning March 21 and automatically expiring June 2, 1944, at a salary of $250.00, subject to any and all reductions.

Upon motion, this recommendation was approved.

9. That the students whose names appear below be awarded University Fellowships and Scholarships as indicated, for the Spring Quarter of the school year, 1943-44. These students, in accordance with the regulations, have maintained at least the minimum average for the minimum amount of work as required in the general regulations of the Graduate School, and have been specifically recommended by the particular departmental heads concerned:

UNIVERSITY FELLOWSHIPS

Name	Room & Board	Tuition	Total
1. Robert E. Colbert - History Washington, D. C.	$ 53.00	$ 47.00	$ 100.00
2. Oscar C. Greene - Philosophy Dayton, Ohio	53.00	47.00	100.00
3. Otey, Miles Clyde - Chemistry Kansas City, Mo.	53.00	47.00	100.00
4. Mrs. Ella F. J. Pitts - English Washington, D. C.	53.00	47.00	100.00
5. Jean W. Spinner - History Southampton, N. Y.	53.00	47.00	100.00
6. George B. Winzie - Rom. Lang. Washington, D. C.	53.00	47.00	100.00
	$318.00	$282.00	$600.00

UNIVERSITY SCHOLARSHIPS

	Name	Tuition
1.	Mrs. Oris L. Beane, Falls Church, Va. - Soc. Work	$ 47.00
2.	Walter O. Bradley, Jacksonville, Fla. - Zoology	47.00
3.	Mary M. Cannady, Washington, D. C. - Soc. Work	47.00
4.	Anna M. Hines, Bryn Mawr, Pa. - Soc. Work	47.00
5.	Phoebe E. Johnson, Washington, D. C. - Social Work	47.00
6.	Ruth W. Lee, Newark, N. J. - Social Work	47.00
7.	Eloise T. Lunn - Darlington, S. C. - English	47.00
8.	Mae Agnes McRae, Washington, D. C. - English	47.00
9.	Florence E. Miller - New Orleans, La. - English	47.00
10.	Katherine A. Mims, New Orleans, La. - Romance Languages	47.00
11.	Jefferson P. Rogers, Q uincy, Fla. - Philosophy	47.00
12.	Jonathan L. Snead, Farmville, Va. - Chemistry	47.00
13.	Marguerite V. Williams, Media, Pa. - Social Work	47.00
14.	Albert L. Gaskins, Jr., Washington, D. C. - Zoology	47.00
15.	William H. Settle, Norristown, Pa. - History	47.00
		$705.00

Upon motion, this recommendation was approved.

COLLEGE OF LIBERAL ARTS:

The President presented the following recommendations from the Dean of the College of Liberal Arts:

10. That the resignation of James S. Kennedy, part-time Clerk in the Department of Economics, be accepted, to take effect as of the close of business on March 20, 1944.

Upon motion, this recommendation was approved.

11. That Ralph J. Bunche, Professor of Political Science, be granted an extension of his part leave of absence (two-thirds) for the Spring Quarter of the current academic year, at an annual salary rate of $1,333.34, in order to allow him to continue as Principal Divisional Assistant in Charge of African and Colonial Studies, Division of Territorial Studies, Department of State; this leave to begin as of March 21, 1944, and to terminate June 30, 1944.

Upon motion, this recommendation was approved.

12. That William N. McIntosh, S.B., Alcorn; (graduate of Chicago Technical College; advanced work Iowa State, Hampton, Howard and the Graduate School, U. S. Department of Agriculture), be appointed Instrument Maker and Laboratory Instructor in Physics, beginning March 21, 1944, and terminating June 30, 1944, at a salary $200 per month, subject to any and all reductions.

Upon motion, this recommendation was approved.

13. That Irene Caldwell Hypps, A.B., Howard University, 1926; M.A., New York University, 1932; Ph.D., 1943; Head of the Department of Business Education, Washington Public Schools, be appointed part-time Professorial Lecturer in Education at a salary of $100 per month, subject to any and all deductions; this appointment to begin March 30, 1944 and to automatically expire June 2, 1944.

Upon motion, this recommendation was approved.

14. That Erika Thiney, 2012 P Street, N. W., Diploma, Mary Wigman School, Drestin, Germany, 1931, be appointed part-time (two-thirds) Instructor in Physical Education for Women for the Spring Quarter 1944, at a salary of $400.00 for the quarter, subject to any and all reductions; this appointment to begin March 21, 1944, and automatically to terminate June 30, 1944.

Upon motion, this recommendation was approved.

15. That Ernestine Kemp be appointed student assistant in Physical Education for Women for the Spring Quarter, March 21 through June 21, 1944, at a stipend of $66.66 for the quarter.

Upon motion, this recommendation was approved.

16. That the resignation of Dorothy L. Sinkfield, Assistant Clerk to Heads of Departments in the College of Liberal Arts, be accepted without prejudice, effective at the close of business on March 16, 1944.

Upon motion, this recommendation was approved.

17. That Ella Louise Fuente be reappointed student assistant in Physical education for Women for the Spring quarter March 21 through June 21, 1944, at a stipend of $52.50 for the quarter.

Upon motion, this recommendation was approved.

18. (a) That the persons from the regular instructional staff listed on the appended roster be appointed to the instructional staff for the Spring Quarter of the Evening School of 1944 at the respective salaries noted.

(b) That the persons listed as visiting instructors be appointed to the instructional staff of the Evening School at the respective salaries stated.

I. Teachers from the Regular Staff of the University

A. Regular Evening Courses

DEPARTMENT	SALARY
Commerce and Finance	
Fitzhugh, Howard Naylor, Instructor	$ 200.00
Economics	
Lewis, E. E., Associate Professor	300.00
English	
Grant, Jason, Associate Professor	300.00
Humanities	
Seiferth, Wolfgang S., Assistant Professor	230.00

DEPARTMENT	SALARY
Music	
Burge, Louise R., Instructor	$ 200.00
Cohen, Charles Cecil, Assistant Professor	230.00
Dixon, Francesca, Instructor	200.00
Jones, Louia Vaughn, Instructor	100.00
Philosophy	
Holmes, Eugene Clay, Instructor	200.00
Physical Education	
Allen, Maryrose Reeves, Assistant Professor	230.00
Romance Languages	
Justiniani, Eunice, Instructor	200.00
Social Work	
Wright, Marion T., Assistant Professor of Education	230.00
Sociology	
Edwards, G. Franklin, Instructor	200.00
Frazier, Edward Franklin, Professor	360.00

B. Lecturers in the Public Extension Program (Honoraria)

Brown, Sterling Allen (Two Lectures)	20.00
Bunche, Ralph Johnson (One lecture)	10.00
Cobb, Montague (One lecture)	10.00
Dykes, Eva Beatrice (Ten lectures)	100.00
Harris, Abram Lincoln (One lecture)	10.00
Hastie, William Henry (One lecture)	10.00
Jenkins, Martin David (One lecture)	10.00
Locke, Alain LeRoy (One lecture)	10.00
Logan, Rayford Whittingham (One lecture)	10.00
Wormley Stanton Lawrence (Ten lectures)	100.00
Two other lecturers to be chosen	20.00

II. Visiting Instructors

Abella, Manuel I., Lecturer in Spanish, Ph.D., University of Santo Thomas, Manilla, Philipines	230.00
Braun, Kurt, Lecturer in Economics. J.S.D. and J.C.D., 1922, University of Berlin; visiting professor in the College of Liberal Arts; member of Brookings Institution	360.00

SALARY

Brown, Theressa Wilson, Instructor in English.
A.B., Oberlin College, 1924; A.M., 1929, University of Pittsburgh; Ph.D., 1943, University of Pittsburgh; at present member of faculty of Miner Teachers College ..... $ 200.00

Cobb, Martha K., Instructor in French.
A.B., 1939, A.M., 1941, Howard University; formerly instructor in the Baltimore Public Schools, 1941-43 ..... 200.00

Coggs, Pauline Redmond, Lecturer in Social Work.
A.B., 1934, University of Chicago; A.M., 1936, University of Pittsburgh 230.00

Curtis, William C., Instructor in Chemistry.
B.S., 1931, M.S., 1934, Howard University; graduate work at the University of Wisconsin; instructor in Chemistry at Dunbar High School 200.00

Dobbs, Cary C., Lecturer in Chemistry.
B.S., 1918, A.B.,1920, Howard College; M.S., 1923, University of Virginia; Ph.D., 1927, Universite de Besancon, France; for ten years head of the Science Department of the Delta State Teachers College, Mississippi; formerly Associate Professor of Chemistry of Washington College, Maryland; at present connected with the War Production Board 230.00

Eaton, Annette Hawkins, Instructor in Classics.
A.B., 1929, Smith College; Ph.D., 1943, Catholic University; teacher in Washington Public Schools since 1930 ..... 200.00

Keegan, Lawrence, Instructor in Economics.
A.B., A.M., Columbia University; graduate work at Columbia University; formerly technical consultant with the Office of Price Administration, 1941; research secretary for the Combined Copper Committee of the War Production Board, 1942; at present executive assistant to the Operations Vice Chairman of the War Production Board 200.00

Lewis, Hylan, Lecturer in Social Sciences.
A.B., 1932, Virginia Union University; A.M., 1936, University of Chicago; formerly instructor in sociology at Howard University; and professor in charge of Social Science Survey at Talladega College; at present employed with the Office of War Information 230.00

Mayle, Bessie H., Instructor in Voice.
A.B., 1931, Spelman College; M.A., 1932, Boston University 200.00

McAllister, Dorothy Marie, Instructor in English.
B.S., 1926, University of Southern California; B.S., Library Science, 1933, Columbia University; M.A., Adult Education, 1936, Columbia University; instructor in English, Southern University, 1927-30; at present Supervisor, Circulation Department, Howard University Library 200.00

SALARY

Reid, Irene Miller, Lecturer in Mathematics.
A.B., 1921, M.A., Howard University, 1922; graduate study at Columbia University and Catholic University of America; at present member of faculty of Miner Teachers College ..... $ 230.00

Richards, Helen R., Instructor in Social Work.
A.B., Trinity College, 1924; A.M. in Social Work, 1938, Catholic University; A.M. in Social Services Administration, University of Chicago, 1944 ..... 200.00

Rose, Arnold Marshall, Lecturer in Social Work.
A.B., Sociology, University of Chicago, 1938; A.B., Economics, University of Chicago, 1939; A.M., Sociology, University of Chicago, 1940; Formerly Research Asssociate Carnegie Corporation of New York 230.00

Skinner, F. Mydell, Instructor in Organ and Piano.
Mus.B., 1941, School of Music, Howard University 200.00

White, Florence Webster, Instructor in Piano.
B.Mus., 1930, University of Kansas; foreign study for two years at the Conservatory in Moscow, Russia; graduate work at Columbia University; formerly instructor at LeMoyne College, 1930-34; instructor at Little Red Schoolhouse in New York City, 1940-42; at present teacher at Miner Teachers College 200.00

Williams, Blanche K., Instructor in Shorthand and Typing.
A.B., 1935, Howard University; A.M., 1938, Columbia University; teacher in the Washington Public Schools; formerly Secretary to the Dean of the School of Pharmacy, Howard University 450.00

Williams, Marguerite T., Lecturer in Geography.
A.B., Howard University, 1923; M.A., 1930, Columbia University; Ph.D., 1942, Catholic University of America; at present Assistant Professor of Geography at Miner Teachers College 230.00

Wormley, Margaret Just, Instructor in English.
A.B., 1934, Emerson College; A.M., 1936, Boston University; formerly instructor of English at Virginia Union University, Virginia State College, Miner Teachers College, Rosenwald Fellow, 1941-43 ..... 600.00

Wyatt, Marion G., Instructor in Home Economics.
S.B., 1926, Virginia State College; S.B., 1928 Cornell University, A.M., 1934, Columbia University; formerly instructor in home economics at Howard University 200.00

III. General

Mayo, William H., Chemistry Dispensing Clerk 100.00

Upon motion, this recommendation was approved.

SCHOOL OF MUSIC:

The President presented the following recommendations from the Dean of the School of Music:

19. That Mr. Conrad Bernier, 5710 Broad Branch Road, N. W., Washington, D. C., Professor of Music, Catholic University, be appointed as temporary part-time instructor of Organ for the period beginning March 21, 1944, ending June 2, 1944, at a salary of $175.00 per month.

Upon motion, this recommendation was approved.

SCHOOL OF ENGINEERING AND ARCHITECTURE:

The President presented the following recommendations from the Dean of the School of Engineering and Architecture:

20. That the Administration Budget Estimate for conducting the Engineering, Science, and Management War Training Program for the five-month period beginning April 1, 1944 and ending on August 31, 1944 be approved, subject to any and all changes as may be directed by the U. S. Office of Education and/or Howard University.

Upon motion, this recommendation was approved.

21. That the teaching, course assistants, and other service personnel salaries and wages for conducting the Engineering, Science, and Management War Training Program as listed below be approved, subject to change or discontinuance at any time at the direction of the U. S. Office of Education and/or Howard University and subject to the limit of the approved salary budgets for this ESMWT course.

ELEMENTARY ELECTRICAL CIRCUITS AND MACHINERY - Code 2022 - 18 weeks.
(216 Hours) Course Started March 1, 1944.

Lee J. Purnell (Assist in preparation of records, etc.)	$ 50.00
C. James Cottrell (Lecture Instructor)	$ 375.00
William H. Payne, Jr. (Laboratory Instructor)	$ 250.00
Total	$675.00

Upon motion, this recommendation was approved.

22. That the following men be approved for rendering personal services in connection with equipment installation and "space alterations" in the Power Laboratory, Department of Electrical Engineering at such times as may be required and at the rates indicated after their names. This service is to be paid for out of Engineering, Science, and Management War Training funds approved for the purpose:

Mr. Bryant C. Harris .....$1.25 per hr.
3122 - 15th Street, N. E.

Mr. Gladstone Worrell .....$1.25 per hr.
1125 - Ninth Street, N. W.

Upon motion, this recommendation was approved.

23. That the teaching, course assistants, and other service personnel salary and wages for conducting the Engineering, Science and Management War Training Program as listed below be approved, subject to change or discontinuance at any time at the direction of the U. S. Office of Education and/or Howard University and subject to the limit of the approved salary budgets for these E. S. M. W. T. courses.

APPLIED OPTICS - Code Symbol 2015 - 18 Weeks (180 hours)
Course started Monday, January 10, 1944

Herman Branson (Administration of facilities and budget, etc.) .....$ 77.00
Herman Branson (Instruction and Laboratory Work) 537.00
Fred C. Hipp (Instruction and Laboratory Work) 421.00

ELECTRONIC PHYSICS - Code Symbol 2017 - 18 Weeks (180 Hours)
Course started Monday, January 10, 1944

Herman Branson (Administration of facilities and budget) .....$ 77.00
Franklin Fletcher (Instruction and Laboratory Work) 537.00
Louis Roberts (Lecture and Laboratory Work) 700.00

PRE-ENGINEERING MATHEMATICS - Code Symbol 2019 - 8 Weeks (48 hours)
Course started Monday, January 10, 1944.

James S. Braxton (Instructor) $192.00

Upon motion, this recommendation was approved.

24. That the teaching, course assistants, and other service personnel salaries and wages for conducting the Engineering, Science, and Management War Training Program as listed below be approved, subject to change or discontinuance at any time at the direction of the U. S. Office of Education and/or Howard University and subject to the limit of the approved salary budgets for these E.S.M.W.T. courses.

ENGINEERING METALLURGY - Code Symbol 2014 - 16 weeks (96 hours)
Course started Tuesday, December 14, 1943

James S. Braxton (In Charge of Lab. Equip. & Supplies) .....$ 32.00
Samuel J. Rosenberg (Lecture and Supervision of Lab. Work) 720.00
Dudley H. Woodard (Laboratory Instructor) 132.00

FUNDAMENTALS OF ENGINEERING DRAWING - Code Symbol 2013 - 18 Weeks (288 hours)
Course started Tuesday, December 14, 1943

Granville W. Hurley (Assist in Construction of Course Contents,etc.)...$ 32.00
Granville W. Hurley (Instructor in Mechanical Drawing & Descriptive Geometry, Lecture and Laboratory) 834.00
Darnley E. Howard (Instructor in Shop Processes, Gages and Measurements, and Shop Mathematics) 300.00

Upon motion, this recommendation was approved.

25. The following letter was submitted by the Dean of the School of Engineering and Architecture in compliance with request of the Board of Trustees at its meeting of December 17, 1943, to submit a supplement to Justification No. 15:

"January 14, 1944

"Dear Dr. Johnson:

"In compliance with the request of the Board of Trustees at their meeting of December 17, 1943 to submit a supplement to Justification No. 15 showing the urgency of the situation and listing materials and availability of each item for the next meeting of the Executive Committee, I am pleased to submit the following factual information:

"Urgent Need for Three-Phase A.C. (Alternating Current)
Engineering & Architectural Building

"1. The Engineering and Architectural Building is one of the older buildings of the University constructed at a time when D.C. (Direct Current) only was being supplied to University buildings. A.C. is needed in the proper functioning of our Department of Electrical Engineering. Since D.C. only was supplied to our board, it was necessary for us to convert D.C. to A.C. by means of a mercury arc rectifier in order to operate Alternating Current laboratory machinery and equipment. It is very difficult and costly, if not impossible, to control this conversion in a manner satisfactory to the operation of precision equipment and in the past has necessitated our constant explanation of freakish results to students. Experimentation was out of the question. This plan functioned satisfactorily under the existing conditions of small enrollment and more or less individual instruction. It is normal to expect that representative programs in Electrical Engineering should have A.C. as well as D.C. supplied directly to the laboratories.

"2. In our Accelerated Program, we do not have time to make up for lack of adequate laboratory facilities.

"Alternating current now is generated, at the University Power Plant, and supplied to a number of non-engineering buildings. We now have reached the point, in fact exceeded the point, beyond which economy and efficiency in our educational program dictates the need for A.C. power supplied direct to our laboratories.

"3. Alternating Current is the principal and in most instances the only current used in our larger communities and this has resulted in manufacturers designing their laboratory equipment primarily for use on A.C. rather than D.C. All of our Engineering Departments use Electric Power equipment and ordinarily we have to pay appreciable amounts extra in order to prepare this equipment for use on D.C. circuits.

"4. <u>Electronics and Electrical Measurements</u> - The rapid rise of Electronics as an important phase of Electrical, Mechanical and Civil Engineering has made necessary the development of an Electronics laboratory in the Engineering building. D.C. Power is not satisfactory for Electronics and Electrical Measurements experiments. We tried this in connection with our Engineering, Science, and Management War Training courses in Engineering Electronics through the use of make shifts only to find it advisable not to re-offer the program until our laboratory is more adequately equipped with A.C. Power source. We are losing valuable equipment which may have been furnished by the U. S. Office of Education for the course. At one time the U. S. Office of Education was willing to help us bring a small line from

Douglass Hall to assist in the program. This service, however, in my judgment is one that is fully the responsibility of the University.

"5. Army Specialized Training Program - WE NEED the Advanced Unit of the Army Specialized Training Engineering program at Howard University. It happens that the program is assured. Satisfactory conduct of the following Army Specialized Training Courses cannot be accomplished without an adequate source of A.C. Power in our Engineering Building.

Elements of Electrical Engineering (AST-401)-4th Term Civil Eng. and 6th Term Mechanical Eng.
Materials Testing Laboratory (AST-401)-5th Term Civil
Fluid Mechanics (AST-401)-5th Term Civil

Electrical Engineering:
Electrical Measurements (AST-403)-4th Term
Electric and Magnetic Phenomena (AST-405)-4th Term
Electrical Circuits (AST-414)-5th Term
A. C. Machinery (AST-411)-5th Term
Electronics and Associated Circuits (AST-415)-6th Term
Electrical Circuits - Transients (AST-416)-6th Term
A. C. Machinery (AST-412)-7th Term
*Servo-Mechanisms and Control Devices (AST-424)-7th Term
Electric Power Transmission (AST-412)-7th Term

*This course cannot be conducted without the proposed A. C. Power facility.

We have been needing A. C. Power facility for some time. The need now is imperative.

"The following is a list of basic material needed and an estimate of its cost: (Based upon approximate costs in 1943.)

700 feet	Cable, Three Conductor, 5000 volt, Lead Covered	$500.00
800 feet	Cable, Single Conductor, 600 volt, Lead Covered	$250.00
1	Transformer Vault	$700.00
3	Potheads, Single Conductor	$100.00
2	Potheads, Three Conductor	$150.00
1	Distribution Panel	$200.00
	Labor	$600.00
		$2500.00

Equipment on Hand

3	Transformers, 25 Kva, 2300/230/115 volts	$1500.00
3	Switches, Disconnect	$ 30.00
1	Tool House to be converted into transformer vault	$ 400.00

"The cables would require preferably AA-1 priority because of the time element.

"AA-2 priority should be satisfactory on all other equipment. Through cooperation with the Army the priorities should be readily obtainable.

"Recent developments in the Army Specialized Training Program, I understand, will require alternating current power in the Law School Building and that plans are under way to meet this need. To meet this requirement, sound engineering

practice will require a THREE PHASE 4000 volt FEEDER from the nearest available source (4th and Howard Place) to a THREE PHASE TRANSFORMER BANK to be housed in a vault in the rear of the R.O.T.C. Building. These plans will adequately meet our requirements.

"A three phase line from the transformer bank or from the Law School Building to the Engineering School would cost approximately $400.00. This amount would include cable, ducts, and terminal facilities in the Engineering Building.

"Respectfully submitted,

"L. K. Downing, Dean

"Dr. Mordecai W. Johnson
"President
"Howard University"

OFFICE OF THE REGISTRAR:

The President presented the following recommendation from the Registrar of the University:

26. That the resignation of Mrs. Margaret Hueston Johnson, appointed as stenographer-clerk in the Office of the Registrar on October 25, 1943, at a basic salary of $1,440.00 per year, be accepted as of the close of the day, March 25, 1944.

Upon motion, this recommendation was approved.

DEAN OF WOMEN:

The President presented the following recommendations from the Dean of Women:

27. That Anne Blair, Howard University, be appointed Part-time Student Assistant in Clark Hall at a cash salary of $50 a month for approximately 5 hours a day, subject to any and all reductions; this appointment to begin April 1, 1944 and to terminate automatically June 7, 1944.

Upon motion, this recommmendation was approved.

28. That Jacqueline Penn, Howard University, be appointed part-time Student Assistant in Clark Hall at a cash salary of $30 a month for approximately 3 hours a day, subject to any and all reductions; this appointment to begin March 23, 1944 and to terminate automatically June 7, 1944.

Upon motion, this recommendation was approved.

29. That the sum of $188 be appropriated and added to the Dean of Women's Budget to pay part-time assistant personnel for the operation of Clark Hall for women students, March 20, 1944 to June 7, 1944.

Upon motion, this recommendation was approved.

30. That the sum of $112 be applied in cash to pay for the services of Miss Blair, April 1, 1944 to June 7, 1944, and that the sum of $75 be applied in cash to pay for the services of Miss Penn, March 23, 1944 to June 7, 1944, making a cash total of $188 to be applied to personnel salary for the operation of Clark Hall.

Upon motion, this recommendation was approved.

31. That $282.50 be applied as wages to the Dean of Women's budget to pay desk workers for the operation of Clark Hall, March 20, 1944 to June 3, 1944; the wages to be paid in meal books.

Upon motion, this recommendation was approved.

DEAN OF THE CHAPEL:

The President presented the following recommendation from the Dean of the Chapel:

32. That there be transferred from any available funds in the university the sum of $493.25 to meet the needs of the office of the Dean of the Chapel through June 30, 1944.

Upon motion, this recommendation was approved.

OFFICE OF THE SECRETARY:

The President presented the following recommendation from the Secretary of the University:

33. That Miss Augusta Bolden, Frazier Hall, Howard University, be employed at the rate of fifty cents ($.50) an hour, temporarily on a day to day basis, from March 22, 1944 to June 1, 1944. This recommendation does not entail an increase in the budget of the office of the Secretary.

Upon motion, this recommendation was approved.

34. That Mrs. Jean Smith, 1336 Jackson Street, N. E., Washington 17, D. C., be appointed part-time clerk-typist (twenty-four hours per week) in the Office of the Secretary, at the annual basic salary rate of $1,440 ($70.00 per month), on a thirty day basis beginning March 23, 1944 and automatically expiring June 30, 1944, subject to any and all reductions. This recommendation is in accordance with the following action of the Executive Committee of the Board of Trustees on March 17, 1944:

> "Upon motion, it was voted that the Secretary of the University be authorized to employ a temporary clerk to aid with the additional mailing from March 20th to June 30th at the annual basic salary rate of $1,440; this sum to be added to the present budget of the Office of the Secretary. The President is empowered to approve the appointment of the person recommended to fill this position.

Upon motion, this recommendation was approved.

OFFICE OF THE TREASURER:

The President presented the following recommendation from the Treasurer of the University:

35. That Mrs. Mary B. Walker, 1736 You Street, N. W., Washington, D. C., be appointed stenographer-clerk in the Treasurer's Office, at a basic annual salary of $1,260.00, effective March 27, 1944, and terminating automatically June 30, 1944, appointment subject to any and all reductions.

Upon motion, this recommendation was approved.

BUILDINGS AND GROUNDS:

The President presented the following recommendations from the Department of Buildings and Grounds:

36. That Charles Bowie be appointed Skilled Laborer at $1,260 per year, beginning April 3, 1944, and automatically terminating June 30, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

37. That Samuel March of 635 Morton Street, N. W., be appointed as Laborer at $3.20 per day, beginning March 28, 1944, and continuing to May 21, 1944, when he is appointed Laborer at $90 per month, automatically expiring June 30, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

38. That William C. Clinton, Mechanic at $5.50 per day, be promoted to Tinner at $6.00 per day, effective January 21, 1944, and automatically expiring June 30, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

39. That Mr. Elbert Murray be granted leave of absence with pay, for one month, effective at once, for reasons of health.

Upon motion, this recommendation was approved.

40. That Mrs. Daisy Frazier, 2250 - 12th Street, N. W., be appointed maid in the Women's Dormitories, at the basic salary of $80.00 per month, subject to any and all reductions, as of April 6, 1944, and automatically expiring June 30, 1944.

Upon motion, this recommendation was approved.

41. That Mr. Clifton Barton, 1810½ - 6th Street, N. W., be appointed pot-washer in the University Dining Hall, at the salary of $70.00 per month in cash plus $25.00 board, for a total of $95.00 per month, as of March 19, 1944, appointment subject to any and all reductions, and automatically expiring June 30, 1944.

Upon motion, this recommendation was approved.

42. That the services of Miss Charles E. Elliott, part-time clerk in the Treasurer's Office, be terminated as of March 21, 1944.

Upon motion, this recommendation was approved.

43. That Mrs. Olivia J. Smith, 945 Rhode Island Avenue, N. W., be appointed student ledger bookkeeper in the Treasurer's Office, at a basic salary of $1,440.00 annually, as of March 27, 1944, appointment subject to any and all decreases and automatically expiring June 30, 1944.

Upon motion, this recommendation was approved.

The following actions were taken with reference to recommendations referred to the Executive Committee by the Board of Trustees:

GRADUATE SCHOOL

VOTED:

44. That Mrs. Florence E. Derrick, Secretary in the Office of the Dean of the Graduate School, be reappointed at her present salary of $1,440.00 per year, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

45. That Miss Viola M. Brown, now employed as part-time typist-clerk in the Division of Social Work at a salary of $600.00 per year, be reappointed as part-time typist-clerk in the Division of Social Work for a term of one year at a salary of $600.00 per year, subject to any and all deductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

46. That Miss Winifred Medley, now employed as part-time typist for one field work unit of the Division of Social Work at a monthly salary of $50.00 for eight months from October 1 to June 1, be reappointed as a part-time typist for the Division of Social Work for a term of one year at a salary of $600.00 per year, subject to any and all deductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

47. That Mrs. Ophelia Settle Egypt, A.B., Howard University, 1925; A.M., University of Pennsylvania, 1928; Advanced Study, New York School of Social Work, 1937-38, and Spring Quarter, 1944; Instructor and Field Work Supervisor, Division of Social Work, 1939-1943, on leave of absence 1943-44, be reappointed at a salary of $2,000.00 per year (representing an increase of $200.00 over the last salary of $1,800.00), subject to any and all deductions, beginning September 1, 1944 and automatically expiring June 30, 1945.

48. That Mrs. Mary Huff Diggs, A.B., University of Minnesota, 1932; A.M., Fisk University, 1933; Certificate in Social Work, University of Minnesota, 1938; Advanced Study, University of Minnesota and Bryn Mawr College, 1942-44; Instructor and Field Work Supervisor, Division of Social Work, 1939-42, on leave of absence 1942-44, be reappointed at a salary of $2,200.00 per year (representing an increase of $400 over the last salary of $1,800), subject to any and all deductions, beginning September 1, 1944 and automatically expiring June 30, 1945.

49. That Mrs. Mae Harper Proctor, A.B., Howard University, 1925; Certificate, Atlanta School of Social Work, 1928; M.S.S., Smith College School for Social Work, 1939; Instructor in Social Work and Supervisor of Field Work in the Division of Social Work, 1943-44 (substituting for instructor on leave of absence), be ap-

pointed instructor in Social Work and Supervisor of Field Work in the Division of Social Work for a term of one year at a salary of $2,000.00 per year, subject to any and all deductions, beginning September 1, 1944 and automatically expiring June 30, 1945.

The following recommendations were not approved:

50. That the following action voted by the Executive Committee of the Board of Trustees on June 4, 1936, namely:

> "That the sum of $6,300 established in the budget of the Graduate School, be applied to fellowships and scholarships as follows:
>
> 1. Ten (10) fellowships, each having a maximum value of $300, none of which is payable to the student in cash. Of this amount $150.00 is chargeable against the incidental fee only and the remainder is chargeable first against room rent in one of the University residence halls and second against board in the University dining hall.
>
> 2. Twenty-two (22) scholarships, each with a maximum value of $150.00 chargeable against the incidental fee only
>
> Provided that a larger number of students than is here specified may benefit from the sum thus made available so long as the total appropriation is not exceeded,"

be amended to read as follows:

> That the sum of $6,300 established in the budget for Graduate School fellowships and scholarships be increased to $10,638 and be distributed and administered as follows:
>
> 1. Eighteen (18) fellowships, each having a maximum value of $450 are hereby authorized. Of this amount $141 is chargeable against incidental fee only and the remainder is chargeable first against room rent in one of the University residence halls, and second against board in the University cafeteria --the remainder, if any, being paid to the student in cash. (In the event the University cannot accommodate said student with a room in one of the residence halls, and in the event it would work a special hardship upon said student to dine in the University cafeteria, the remainder of the stipend, after the incidental fee has been charged, shall be paid to the student in cash.
>
> 2. Eighteen (18) scholarships, each with a maximum value of $141 chargeable against the incidental fee only are hereby authorized.

51. That five (5) assistantships, each carrying a stipend of $500 and a remission of all fees, except matriculation fee, be established in the Graduate School, to be awarded to students of demonstrated scholarship over and above what is normally required for fellowships and scholarships.

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52. The following recommendation was referred to the October meeting of the Board of Trustees:

> That the following credit requirement for the Master's degree:

"The credit requirements for the Master's degree are forty-five (45) quarter hours distributed as follows:

1. Thirty-six (36) quarter hours of work in courses yielding graduate credit. These must be distributed as follows:

   a. At least eighteen (18) quarter hours must be earned in the major subject.

   b. At least twenty-five (25) quarter hours must be earned in courses numbered 200 or above.

   c. The remaining eighteen (18) quarter hours of the thirty-six (36) quarter hours may be earned in the major subject or in any other subjects approved by the major department.

2. A thesis yielding nine (9) quarter hours credit,"

be amended to read:

The credit requiredments for the Master's degree are forty-five (45) quarter hours distributed as follows:

1. Thirty-six (36) quarter hours of work in courses yielding graduate credit. These must be distributed as follows:

   a. At least eighteen (18) quarter hours must be earned in the major subject.

   b. At least twenty-five (25) quarter hours must be earned in courses numbered 200 or above.

   c. The remaining eighteen (18) quarter hours of the thirty-six (36) quarter hours may be earned in the major subject or in any other subjects approved by the major department.

2. A thesis yielding not more than ten (10) quarter hours credit.

COLLEGE OF LIBERAL ARTS

VOTED:

53. That Nelsena B. Scott, Secretary to the Dean of the College of Liberal Arts, who is serving under an appointment beginning July 1, 1943, and expiring automatically June 30, 1944, be reappointed Secretary to the Dean of the College of Liberal Arts for the academic year 1944-45 (in accordance with a part of the tenure regulations governing the non-teaching staff which reads: "At the end of six months of satisfactory service, the employee will be continued in the regular services of the University under the existing tenure regulations governing non-teaching personnel"), at a basic salary of $1,800, subject to any and all reductions; this appointment to begin July 1, 1944, and to terminate automatically June 30, 1945.

VOTED:

54. That Rosa B. Nichols, Stenographer-Clerk in the office of the Dean of the College of Liberal Arts who is serving under an appointment beginning March 8, 1944, and expiring automatically June 30, 1944, be reappointed Stenographer-Clerk in the office of the Dean of the College of Liberal Arts for the academic year 1944-45 (in accordance with a part of the tenure regulations governing the non-teaching staff which reads: "At the end of six months of satisfactory services, the employee will be continued in the regular services of the University under the existing tenure regulations governing non-teaching personnel"), at a salary of $1,440, subject to any and all reductions; this appointment to begin July 1, 1944, and to terminate automatically June 30, 1945.

55. That Lucy B. Smith, Clerk to Department Heads in the College of Liberal Arts who is serving under an appointment beginning September 1, 1943, and expiring automatically June 30, 1944, be reappointed Clerk to Department Heads in the College of Liberal Arts for a ten-month period (in accordance with a part of the tenure regulations governing the non-teaching staff which reads: "At the end of six months of satisfactory services, the employee will be continued in the regular services of the University under the existing tenure regulations governing non-teaching personnel"), at a salary of $1,200, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1945.

56. That James A. Porter who was reappointed Assistant Professor of Art for a four-year term 1940-41, 1941-42, 1942-43, and 1943-44, be reappointed Assistant Professor of Art for a term of three years, 1944-45, 1945-46 and 1946-47 (according to the revised statement of policy concerning faculty tenure adopted October 28, 1941, which reads inter alia, "All subsequent contracts of persons now in the employ of the University in these ranks shall be so drawn as to make possible and not to exclude a definitive review of qualifications and tenure at the Annual Meeting of the Board of Trustees in April 1947, at which time the Trustees shall take action in each case, effective on June 30, 1947"), at a salary of $2,300, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1947.

57. That William H. Mayo, Clerk, in the Department of Chemistry, who is serving under an appointment beginning July 1, 1943, and expiring automatically June 30, 1944, be reappointed Clerk in the Department of Chemistry for the academic year 1944-45 (in accordance with a part of the tenure regulations governing the non-teaching staff which reads: "At the end of six months of satisfactory services, the employee will be continued in the regular services of the University under the existing tenure regulations governing non-teaching personnel"), at a salary of $1,600, subject to any and all reductions; this appointment to begin July 1, 1944, and to terminate automatically June 30, 1945.

58. That Beatrice W. Jacobs, Librarian-Clerk in the Department of Chemistry who is serving under an appointment beginning July 1, 1943, and expiring automatically June 30, 1944, be reappointed Librarian-Clerk in the Department of Chemistry for the academic year 1944-45 (in accordance with a part of the tenure regulations governing the non-teaching staff which reads: "At the end of six months of satisfactory services the employee will be continued in the regular services of the University under the existing tenure regulations governing non-teaching personnel"), at a salary of $1,440, subject to any and all reductions; this appointment to begin July 1, 1944, and to terminate automatically June 30, 1945.

VOTED:

59. That Robert H. Green, Dispensing Clerk in the Department of Chemistry, who is serving under an appointment beginning July 1, 1943, and expiring automatically June 30, 1944, be reappointed Dispensing Clerk in the Department of Chemistry for the academic year 1944-45 (in accordance with a part of the tenure regulations governing the non-teaching staff which reads: "At the end of six months of satisfactory services, the employee will be continued in the regular services of the University under the existing tenure regulations governing non-teaching personnel"), at a salary of $1,080.00, subject to any and all reductions; this appointment to begin July 1, 1944, and to terminate automatically June 30, 1945.

60. That James E. Johnson, Dispensing Clerk in the Department of Chemistry, who is serving under an appointment beginning July 1, 1943, and expiring automatically June 30, 1944, be reappointed Dispensing Clerk in the Department of Chemistry for the academic year 1944-45 (in accordance with a part of the tenure regulations governing the non-teaching staff which reads: "At the end of six months of satisfactory services the employee will be continued in the regular services of the University under the existing tenure regulations governing non-teaching personnel"), at a salary of $1,080.00, subject to any and all reductions; this appointment to begin July 1, 1944, and to terminate automatically June 30, 1945.

61. That Hortense C. Moon, Secretary to the Department of Education and the Bureau of Educational Research who is serving under an appointment beginning July 1, 1943, and expiring automatically June 30, 1944, be reappointed Secretary to the Department of Education and the Bureau of Educational Research for the academic year 1944-45 (in accordance with a part of the tenure regulations governing the non-teaching staff which reads: "At the end of six months of satisfactory services, the employee will be continued in the regular services of the University under the existing tenure regulations governing non-teaching personnel"), at a salary of $1,620, subject to any and all reductions; this appointment to begin July 1, 1944, and to terminate automatically June 30, 1945.

62. That Myrtle C. Henry who was reappointed Assistant Professor of English for a four-year term, 1940-41, 1941-42, 1942-43 and 1943-44, be reappointed Assistant Professor of English for a term of three years, 1944-45, 1945-46 and 1946-47 (according to the revised statement of policy concerning faculty tenure adopted October 28, 1941, which reads inter alia, "All subsequent contracts of persons now in the employ of the University in these ranks shall be so drawn as to make possible and not to exclude a definitive review of qualifications and tenure at the Annual Meeting of the Board of Trustees in April 1947 at which time the trustees shall take action in each case, effective on June 30, 1947"), at a salary of $2,300, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1947.

63. That William L. Hansberry who was reappointed Assistant Professor of History for a four-year term, 1940-41, 1941-42, 1942-43 and 1943-44, be reappointed Assistant Professor of History for a term of three years, 1944-45, 1945-46 and 1946-47, (according to the revised statement of policy concerning faculty tenure adopted October 28, 1941, which reads inter alia, "All contracts of persons now in the employ of the University in these ranks shall be so drawn as to make possible and not to exclude a definitive review of qualifications and tenure at the Annual Meeting of the Board of Trustees in April 1947 at which time the trustees shall take action in each case, effective on June 30, 1947"), at a salary of $2,300, subject to any and all reductions; this appointment to begin September 1, 1944 and to terminate automatically June 30, 1947.

VOTED:

64. That Rebecca T. Davis who was appointed temporary instructor in Home Economics, vice Ethel R. Stephens (on indefinite leave of absence) for the academic year 1943-44, be appointed Instructor in Home Economics for the academic year 1944-45, at a salary of $1,800, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1945.

65. That Helen F. Farmer who was appointed Instructor in Home Economics for the academic year 1943-44 be reappointed Instructor in Home Economics for the academic year 1944-45 (in accordance with the tenure regulations which provide that "Instructors will be appointed for a first period of one year and be subject to reappointment for a second period of one year"), at a salary of $1,800, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1945.

66. That Vivian Sparks who was appointed part-time Clerk in the Department of Physical Education for Men at a salary of $540, be reappointed part-time Clerk in the Department of Physical Education for Men for the academic year 1944-45, at a salary of $540, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1945.

67. That Lillie J. Whitehead who was appointed Technician in the Department of Physics at a salary of $1,200, be reappointed Technician in the Department of Physics for the academic year 1944-45 (in accordance with a part of the tenure regulations governing the non-teaching staff which reads: "At the end of six months of satisfactory services, the employee will be continued in the regular services of the University under the existing tenure regulations governing non-teaching personnel"), at a salary of $1,200, subject to any and all reductions; this appointment to begin July 1, 1944, and to terminate automatically June 30, 1945.

68. That G. Franklin Edwards who was appointed Instructor in Sociology for the academic year 1943-44, at a salary of $1,800, be reappointed Instructor in Sociology for the academic year 1944-45 (in accordance with the tenure regulations which provide that "Instructors will be appointed for a first period of one year and be subject to reappointment for a second period of one year"), at a salary of $1,800, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1945.

69. That Viola Brown, part-time Clerk in the Department of Sociology, who is serving under an appointment which expires June 30, 1944, be reappointed part-time Clerk in the Department of Sociology for the year 1944-45 (in accordance with a part of the tenure regulations governing the non-teaching staff which reads: "At the end of six months of satisfactory services, the employee will be continued in the regular services of the University under the existing tenure regulations governing non-teaching personnel"), at a salary of $600, subject to any and all reductions; this appointment to begin July 1, 1944, and to terminate automatically June 30, 1945.

70. That for the academic year 1944-45, the following persons be appointed Heads of the several departments of instruction in the College of Liberal Arts, as

indicated below:

James V. Herring, Head of the Department of Art
Charles S. Parker, Head of the Department of Botany and Zoology
J. Leon Shereshefsky, Head of the Department of Chemistry
Frank M. Snowden, Jr., Head of the Department of Classics
Jesse W. Lewis, Head of the Department of Commerce and Finance
Abram L. Harris, Head of the Department of Economics
Charles H. Thompson, Head of the Department of Education
Charles E. Burch, Head of the Department of English
Stanton L. Wormley, Head of the Department of German
Rayford W. Logan, Head of the Department of History
Dudley W. Woodard, Head of the Department of Mathematics
Alain L. Locke, Head of the Department of Philosophy
Maryrose R. Allen, Head of the Department of Physical Education for Women
Frank Coleman, Head of the Department of Physics
Ralph J. Bunche, Head of the Department of Political Science
Francis C. Sumner, Head of the Department of Psychology
Valaurez B. Spratlin, Head of the Department of Romance Languages
E. Franklin Frazier, Head of the Department of Sociology.

VOTED:

71. That Stanton L. Wormley who was appointed Assistant Professor of German for a four year term, 1940-41, 1941-42, 1942-43 and 1943-44, at a salary of $2,500, be reappointed Assistant Professor of German for a term of three years, 1944-45, 1945-46 and 1946-47 (according to the revised statement of policy concerning faculty tenure adopted October 28, 1941, which reads inter alia, "All subsequent contracts of persons now in the employ of the University in these ranks shall be so drawn as to make possible and not to exclude a definitive review of qualifications and tenure at the Annual Meeting of the Board of Trustees in April 1947 at which time the trustees shall take action in each case, effective on June 30, 1947"), at salary of $2,500, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1947.

72. That Edward E. Lewis who was appointed Associate Professor of Economics for a five-year term, 1939-40, 1940-41, 1941-42, 1942-43 and 1943-44, at a salary of $3,000, be reappointed Associate Professor of Economics on indefinite tenure (in accordance with the tenure regulations which provide that "the tenure of an Associate Professor shall hold for an initial period of five years, to be followed, in case of reappointment, by a term of indefinite tenure"), at a salary of $3,000, subject to any and all reductions.

73. That Abram L. Harris, Professor of Economics, who was on Sabbatical leave at half pay during 1943-44, be reinstated as Professor of Economics at a salary of $4,000, subject to any and all reductions; this reinstatement to begin September 1, 1944, and to continue on indefinite tenure, in accordance with the terms of his appointment.

74. That Thomas J. Anderson, Assistant Professor of Education, who was on Sabbatical leave of absence during 1943-44, be reinstated as Assistant Professor of Education at a salary of $2,700, subject to any and all reductions; this reinstatement to begin September 1, 1944, and to terminate automatically June 30, 1947, in accordance with the terms of his last appointment.

VOTED:

75. That Myrtle R. Phillips, Assistant Professor of Education, who was given leave of absence for the Winter and Spring Quarters, 1944, be reinstated as Assistant Professor of Education at a salary of $2,500, subject to any and all reductions; this reinstatement to begin September 1, 1944, and to terminate automatically June 30, 1946, in accordance with the terms of her last appointment.

76. That Harold O. Lewis, Instructor in History, who was on leave of absence during 1943-44, be reinstated as Instructor in History at a salary of $1,800, subject to any and all reductions; this reinstatement to begin September 1, 1944, and to terminate automatically June 30, 1946, in accordance with the terms of his last appointment.

77. That Frances C. Haddock, Instructor in Physical Education for Women, who was on leave of absence during 1943-44, be reinstated and reappointed Instructor in Physical Education for Women, for a three year term, 1944-45, 1945-46 and 1946-47 (according to the revised statement of policy concerning faculty tenure adopted October 28, 1941, which reads inter alia, "All subsequent contracts of persons now in the employ of the University in these ranks shall be so drawn as to make possible and not to exclude a definitive review of qualifications and tenure at the Annual meeting of the Board of Trustees in April 1947 at which time the traustees shall take action in each case, effective on June 30, 1947"), at a salary of $1,900, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1947.

78. That Ralph J. Bunche, Professor of Political Science, who was on part leave of absence during 1943-44, be reinstated as Professor of Political Science at a salary of $4,000, subject to any and all reductions; this reinstatement to begin September 1, 1944, and to continue on indefinite tenure in accordance with the terms of his appointment.

79. That Helen W. Burrell, Associate Professor of Romance Languages, who was on leave of absence during 1943-44 be reinstated Associate Professor of Romance Languages at a salary of $3,000, subject to any and all reductions; this reinstatement to begin September 1, 1944, and to terminate automatically June 30, 1946, in accordance with the terms of her last appointment.

80. That Ben F. Carruthers, Instructor in Romance Languages, who was on leave of absence during 1943-44 be reinstated Instructor in Romance Languages at a salary of $2,000, subject to any and all reductions; this reinstatement to begin September 1, 1944, and to terminate automatically June 30, 1947, in accordance with the terms of his last appointment.

81. That William A. Hunton, Assistant Professor of English, who was on leave of absence during 1943-44, be reinstated as Assistant Professor of English for a three year term, 1944-45, 1945-46 and 1946-47 (according to the revised statement of policy concerning faculty tenure adopted October 28, 1941, which reads inter alia, "All subsequent contracts of persons now in the employ of the University in these ranks shall be so drawn as to make possible and not to exclude a definitive review of qualifications and tenure at the Annual Meeting of the Board of Trustees in April, 1947, at which time the trustees shall take action in each case, effective on June 30, 1947"), at a salary of $2,300, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1947.

VOTED:

82. That authorization be given for the appointment of a professor and coach in the Department of Physical Education for Men, for an initial period of two years, 1944-45 and 1945-46, at a salary of $4,000, subject to any and all reductions; name to be submitted later; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1946.

83. That William N. McIntosh, S.B., Alcorn A. & M. College, 1932 (special work in architectural engineering at Iowa State; special work at Chicago Technical School and at Hampton Institute), be appointed Instrument Maker and Laboratory Instructor in Physics for the academic year 1944-45, at a salary of $1,800, subject to any and all reductions; this appointment to begin September 1, 1944, and to terminate automatically June 30, 1945.

84. That Mary A. Fitch, Professor of Botany, be granted sabbatical leave of absence, at half pay($2,000) for the academic year 1944-45.

85. That the appointment of C. Silence Woodruff, Assistant in the Department of Botany, for the Spring Quarter, 1944, terminate on June 30, 1944, in conformity with the terms of her appointment which read: "That Mrs. C. Silence Woodruff, S.B., M.A., Howard University, be appointed Assistant in the Department of Botany for the Spring Quarter, 1944, beginning March 21, 1944, and terminating June 30, 1944, at a salary of $500 for the period, subject to any and all reductions."

86. That the appointment of James H. Green, Special Instructor in Chemistry for the Winter and Spring Quarters of the current academic year 1943-44, terminate on June 30, 1944, in conformity with the terms of his appointment which read: "That James H. Green, S.B., M.S., Howard University, Head of the Department of Chemistry, State A. & M. College, Orangeburg, S. C., be appointed Special Instructor in Chemistry for the Winter and Spring Quarters of the current year, the appointment to begin January 3, 1944, and to terminate automatically June 30, 1944, at a salary of $1,800 for the period, subject to any and all reductions."

87. That the appointment of Kurt Braun, Visiting Professor of Economics for the academic year 1943-44, terminate on June 30, 1944, in conformity with the terms of his appointment which read: "That Kurt Braun (Doctor of Law, University of Breslau), be appointed Visiting Professor of Economics for the academic year 1943-44, at a salary of $1,400 for the year, to teach one advanced course each quarter; this appointment to begin September 1, 1943, and to terminate automatically June 30, 1944."

88. That the appointment of Lillian G. Dabney, substitute Instructor in Education for the academic year 1943-44, terminate on June 30, 1944, in conformity with the terms of her appointment which read: "That Lillian G. Dabney be reappointed substitute Instructor in Education for the academic year 1943-44, in lieu of Thomas J. Anderson, on Sabbatical leave without pay, at a salary of $1,800, subject to any and all reductions; this appointment to begin September 1, 1943 and to terminate automatically June 30, 1944."

89. That the appointment of Joseph N. Hill, part-time (two-thirds) Professor of English, for the remainder of the current school year, terminate on June 30, 1944, in conformity with the terms of his appointment which read: "That Joseph N. Hill, Dean of the College, Lincoln University, Pennsylvania, be appointed part-time (two-thirds) Professor of English, for the remainder of the current school year at a salary of $1,777.77 for the period; this appointment to begin January 3,

1944, and to terminate June 30, 1944, subject to any and all reductions."

VOTED:

90. That the appointment of Merze Tate, Associate Professor of History, two-thirds time, for the Spring Quarter, 1944, terminate on June 30, 1944, in conformity with the terms of her appointment which read: "That Merze Tate, Ph.D., be reappointed Associate Professor of History, two-thirds time, for the Spring Quarter, 1944, vice Harold O. Lewis, on leave without pay, at a salary of $666.66 for the period, subject to any and all reductions; this appointment to begin March 21, 1944, and to terminate June 30, 1944."

91. That the appointment of Artie G. Bell, Instructor in Home Economics for the remainder of the current school year, terminate June 30, 1944, in conformity with the terms of her appointment which read: "That Artie G. Bell, S.B., Virginia State College; A.M., Columbia University, be appointed Instructor in Home Economics at a basic salary of $1800 a year, subject to any and all reductions; this appointment to begin November 9, 1943, and to terminate automatically June 30, 1944."

92. That the appointment of Ullmont James, part-time (two-thirds) Instructor in Mathematics for the academic year 1943-44, terminate June 30, 1944, in conformity with the terms of his appointment which read: "That Ullmont James be appointed part-time (two-thirds) Instructor in Mathematics for the academic year 1943-44, at a basic salary of $1,800 a year, subject to any and all reductions; this appointment to begin September 1, 1943, and to terminate automatically June 30, 1944."

93. That the appointment of James H. Rowland, part-time (two-thirds) Instructor in Physical Education for Men for the Winter and Spring Q uarters of the current academic year, terminate June 30, 1944, in conformity with the terms of his appointment which read: "That James H. Rowland be appointed part-time (2/3) Instructor in Physical Education for Men for the Winter and Spring Quarters of the current academic year, at an annual salary of $2,300, subject to any and all reductions; this appointment to begin January 3, 1944 and to terminate automatically June 30, 1944."

94. That the appointment of Charles Bush, Instructor-Coach in Physical Education for Men for the Winter and Spring Quarters of the current academic year, terminate June 30, 1944, in conformity with the terms of his appointment which read: "That Charles Bush, A.B., Morehouse College, be appointed Instructor-Coach in Physical Education for Men for the Winter and Spring Quarters of the current academic year, at an annual basic salary of $1,800.00; this appointment to begin January 3, 1944, and to terminate automatically June 30, 1944, subject to any and all reductions."

95. That the appointment of Cereta Perry, Instructor in the Department of Physical Education for Women for the Winter and Spring Q uarters, 1944, terminate June 30, 1944, in conformity with the terms of her appointment which read: "That Cereta Perry ,S.B., Howard University, now completing work for Master's degree in our Graduate School, be appointed Instructor in the Department of Physical Education for Women for the Winter and Spring Quarters, 1944, at an annual basic salary rate of $1,500, in substitution for Miss Frances Haddock, on leave of absence; this appointment to terminate automatically June 30, 1944."

VOTED:

96. That the appointment of Geddes W. Rutherford, full-time Professorial Lecturer in Political Science for the Winter and Spring Quarters of the current academic year, terminate June 30, 1944, in conformity with the terms of his appointment which read: "That Geddes W. Rutherford be appointed full-time Professorial Lecturer in Political Science for the Winter and Spring Quarters of the Current academic year, vice Ralph J. Bunche, in part, at an annual salary rate of $3,000; this appointment to begin January 3, 1944, and to terminate automatically June 30, 1944, subject to any and all reductions."

97. That the appointment of Marion Elizabeth Carter, Instructor in French, pro tempore, for the academic year 1943-44, terminate June 30, 1944, in conformity with the terms of her appointment which read: "That Marion Elizabeth Carter, A.B., Wellesley University; A.M., Howard University, be appointed Instructor in French, pro tempore, for the academic year 1943-44, at a salary of $2,000 per annum, subject to any and all reductions; this appointment to begin September 1, 1943, and to terminate automatically June 30, 1944."

98. That the appointment of Eunice Day Justiniani, Instructor in French and Spanish, pro tempore, for the academic year 1943-44, terminate June 30, 1944, in conformity with the terms of her appointment which read: "That Eunice Day Justiniani, A.B., Howard University, be appointed Instructor in French and Spanish, pro tempore for the academic year 1943-44, at a salary of $1,800 per annum, subject to any and all reductions; this appointment to begin September 1, 1943, and to terminate automatically June 30, 1944."

99. That the appointment of Roscoe E. Lewis, part-time (1/3) Instructor in the Social Science Survey Course for the Spring Quarter, 1944, terminate June 30, 1944, in conformity with the terms of his appointment which read: "That Roscoe E. Lewis, Ph.B., Brown University, 1925; M.S., Howard University, 1927; graduate work at Columbia University and American University, be reappointed part-time (1/3) Instructor in the Social Science Survey Course for the Spring Quarter, 1944, at a salary of $500 for the quarter, subject to any and all reductions; this appointment to begin March 21, 1944 and to terminate June 30, 1944.

100. That the appointment of Highwarden Just, part-time (2/3) Assistant in the Social Science Survey Course for the Spring Quarter, 1944, terminate on June 30, 1944, in conformity with the terms of his appointment which read: "That Highwarden Just be reappointed part-time (2/3) Assistant in the Social Science Survey Course for the Spring Quarter, 1944, at a salary of $499.96 for the quarter, subject to any and all reductions; this appointment to begin March 21, 1944, and to terminate June 30, 1944."

101. That the appointment of Caroline F. Ware, Professor in Charge of the Social Science Survey Course for the Winter and Spring Quarters of the current academic year, terminate on June 30, 1944, in conformity with the terms of her appointment which read: "That Caroline F. Ware, Ph.D., be reappointed Professor in Charge of the Social Science Survey Course of the current academic year, beginning January 3, 1944 and automatically expiring June 30, 1944, at an annual basic salary rate of $4,000, subject to any and all reductions.

102. That the appointment of Ella H. Weaver, Instructor in English for the academic year 1943-44 terminate June 30, 1944, in conformity with the terms of her appointment which read: "That Ella H. Weaver, who was appointed Instructor in English for the academic year 1942-43, vice James W. Butcher, Jr., on leave without

pay, at a salary of $1,800, be reappointed Instructor in English, vice James W. Butcher, Jr., who is requesting an extension of his leave without pay, for the academic year 1943-44, at a salary of $1,800 for the year, subject to any and all reductions; this appointment to begin September 1, 1943, and to terminate automatically June 30, 1944."

103. That Lloyd H. Bailer, Instructor in Economics, be given leave of absence for the school year 1944-45 to continue his service as Assistant Economist in the War Production Board; this leave to terminate automatically June 30, 1945."

104. That J. Leon Shereshefsky, Professor and Head of the Department of Chemistry, be granted an extension of his leave of absence, without pay, for the academic year 1944-45, to participate in the creative phases of war research at Columbia University; this leave to terminate automatically June 30, 1945.

105. That the appointment of an Assistant in the Department of Physical Education for Women be authorized at a salary of $1,200 per year, subject to any and all reductions. This appointment to begin September 1, 1944 and automatically expire June 30, 1945. (Duties of this person to be those such as taking care of lockers, towels and labors of similar nature in connection with the work of the Department of Physical Education for Women.)

The following recommendation was referred to the October meeting of the Board of Trustees:

106. (1) That the University approve the principle of intellectual cooperation with the Republic of Panama and, as the first step in this program, to set aside one free tuition scholarship to be awarded a Panamaian student selected by the Junta Cooperative d Educacion of Panama, R.P. for study at Howard University in any one of the divisions of the University, undergraduate, graduate, or professional, that the candidate might select;

(2) That the University confirm the program of intellectual cooperation which has already been established with Cuba, by setting aside one free tuition scholarship to be awarded to a Cuban student selected by the municipality of Havana, for study in any of the divisions of Howard University that the candidate might select;

(3) That, in order to effect a student exchange with Cuba, the University provide a scholarship of $500.00, covering travel, room and board, to be awarded a Howard University student for study during one academic year at the University of Havana.

SCHOOL OF ENGINEERING AND ARCHITECTURE

107. That Mr. E. Allan Smith, B.S. in Electrical Engineering, Purdue University, 1939, Instructor, be reappointed Instructor of Electrical Engineering for a term of two years at a salary of $1,800.00 per year, beginning September 1, 1944 and automatically expiring June 30, 1946, subject to any and all reductions.

108. That Mr. A. E. Richmond, B.C.E., 1928; C.E.,1936, Ohio State University, Assistant Professor, be reappointed Assistant Professor of Civil Engineering for a term of three years in accord with tenure regulations, at a salary of $2,300 per year, beginning September 1, 1944 and automatically expiring June 30, 1947, subject to any and all reductions.

VOTED:

109. That Mr. Granville W. Hurley, M.Arch., 1934, University of Pennsylvania, Instructor, be reappointed Instructor of Architecture for a term of two years at a salary of $1,900.00 per year, beginning September 1, 1944 and automatically expiring June 30, 1946, subject to any and all reductions.

110. That Mr. James S. Braxton, M.E., 1937, Stephens Institute of Technology, Instructor, be reappointed Instructor in Mechanical Engineering for a term of one year at a salary of $2,000.00 per year, beginning September 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

111. That Mr. S. S. Davis, B.S. in M.E., Howard University, Instructor in Mechanical Engineering, be reappointed Instructor in Mechanical Engineering for a term of two years at a salary of $1,800.00 per year, beginning September 1, 1944 and automatically expiring June 30, 1946, subject to any and all reductions.

112. That Mrs. Priscilla S. Gray be reappointed Secretary to the Dean of the School of Engineering and Architecture for the fiscal year beginning July 1, 1944 and automatically expiring June 30, 1945, at a salary of $1,440.00 per year ($120.00 per month), subject to any and all reductions, tenure on a thirty day basis.

SCHOOL OF MUSIC

113. That in view of satisfactory services, Marjory J. Andrews, B.S. in Public School Music, 1934, West Virginia State College, 654 Girard Street, N. W., now serving under appointment as part-time Instructor in Piano in the Junior Department for the period beginning September 1, 1943, automatically expiring June 30, 1944, at a salary of $500.00 per year, be reappointed under the regulation of the University covering tenure, as part-time Instructor in Piano in the Junior Department at a salary of $500.00 per year, for the period beginning September 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

114. That in view of satisfactory services, Gladys R. Chambers, B.S.M., 1930, Howard University, 1830 Sixteenth Street, N. W., now serving under appointment as Instructor in Piano in the Junior Department for the period beginning September 1, 1943, automatically expiring June 30, 1944, at a salary of $1,600 per year, be reappointed under the regulation of the University concerning tenure, as Instructor in Piano in the Junior Department at a salary of $1,600 per year for the period beginning September 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

115. That in view of satisfactory services, Francesca A. Dixon, B.S., 1940, New York University; M.S. in Music Education, 1941, Teachers College, Columbia University, 2350 Sixth Street, N. W., now serving under appointment as Instructor in Piano (part-time doing full-time work) for the period beginning September 1, 1943, automatically expiring June 30, 1944, at a salary of $1,500 per year, be reappointed under the regulation of the University concerning tenure, as Instructor in Piano at a salary of $1,500 per year for the period beginning September 1, 1944 and automatically ending June 30, 1945, subject to any and all reductions.

116. That in view of satisfactory services, Grayce R. Hawkins, Mus. B., 1933, Howard University, Cook Hall, Howard University, now serving under appoint-

ment as Part-time Instructor in Piano in the Junior Department for the period beginning September 1, 1943, automatically expiring June 30, 1944, at a salary of $600 per year, be reappointed under the regulation of the University concerning tenure, as Part-time Instructor in Piano in the Junior Department at a salary of $600 per year, for the period beginning September 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

VOTED:

117. That in view of satisfactory services, Thomas H. Kerr, Jr., Mus.B. in Piano, Mus.B. in Theory, 1937, and Mus.M. in Theory, 1938, Eastman School of Music; 1942-43 Rosenwald Fellow; Box 91, Howard University, now serving under appointment as Instructor in Theory and Piano and University Organist for the period beginning September 1, 1943 and automatically expiring June 30, 1944, at a salary of $2,100 per year, be reappointed under the regulation of the University concerning tenure, as Instructor in Theory and Piano and University Organist at a salary of $2,100 per year, for the period beginning September 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

118. That in view of satisfactory services, Camille L. Nickerson, Mus.B., 1916, Mus.M., 1932, Oberlin Conservatory of Music, 1323 Girard Street, N. W., now serving under appointment as Assistant Professor in Piano and Piano Methods for the period beginning September 1, 1940, automatically expiring June 30, 1944, at a salary of $2,300 per year, be reappointed under the regulation of the University concerning tenure, as Assistant Professor in Piano at a salary of $2,300 per year, for the period beginning September 1, 1944 and automatically expiring June 30, 1947, subject to any and all reductions.

119. That in view of satisfactory services, Carl Robinson, Mus.B., 1925, Northwestern University, 4907 Just Street, N. E., now serving under appointment as Instructor in School Music at a salary of $52.50 per month for the period beginning January 3, 1944, automatically expiring June 30, 1944, be reappointed under the regulation of the University concerning tenure, as Instructor in School Music at a salary of $525 per year for the period beginning September 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

120. That in view of satisfactory services, Rosa Louise Burge, Mus.B., 1933, A.B., 1934, Howard University, 2350 Sixth Street, N. W., now serving under appointment as Instructor in Voice to replace Robert Todd Duncan, at a salary of $1,700 per year for the period beginning September 1, 1943, automatically expiring June 30, 1944, be reappointed under the regulation of the University concerning tenure, as Instructor in Voice to replace Robert Todd Duncan, at a salary of $1,700 per year, for the period beginning September 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

121. That in view of satisfactory services, Lillian D. Bussey, A.B., 1938, Spelman College, 1210 Lamont Street, N. W., now serving under appointment as Secretary to the Dean of the School of Music at a salary of $1,440 per year, for the period beginning July 1, 1943, automatically expiring June 30, 1944, be reappointed under the regulation of the University concerning tenure, as Secretary to the Dean of the School of Music at a salary of $1,440.00 per year, for the period beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

122. That in view of satisfactory services, Madeline V. Coleman, Teachers Diploma, Kansas State Normal, 1912; Teachers Diploma, 1918, Soloist Diploma, 1927, New England Conservatory of Music, now serving under appointment as Associate Pro-

fessor in Piano and Theory at a salary of $2,800 per year for the period beginning September 1, 1939, automatically expiring June 30, 1944, be reappointed under the regulation of the University concerning tenure, as Associate Professor in Piano and Theory with indefinite tenure, at a salary of $3,000 per year, subject to any and all reductions, representing an increase of $200.00.

VOTED:

123. That in view of satisfactory services, Warner Lawson, A.B., 1926, Fisk University; A.M., 1936, Harvard University, 2213 Fourth Street, N. W., now serving under appointment as Professor of Music and Dean of the School of Music for the period beginning July 1, 1942, automatically expiring June 30, 1944, at a salary of $4,000 per year, be reappointed under the regulation of the University concerning tenure, as Professor of Music and Dean of the School of Music, with indefinite tenure, at a salary of $4,000 per year, subject to any and all reductions.

124. That in view of satisfactory services, Lillian A. Mitchell, Mus.B., 1929, Howard University; M.S. in Music Education, 1940, University of Pennsylvania, 654 Girard Street, N. W., now serving under appointment as Assistant Professor of Piano and Head of the Public School Music Department for the period beginning September 1, 1940, automatically expiring June 30, 1944, at a salary of $2,300 per year, be reappointed under the regulation of the University concerning tenure, as Assistant Professor of School Music and Piano for the period beginning September 1, 1944 and automatically expiring June 30, 1947, at a salary of $2,300 per year, subject to any and all reductions.

125. That David Leon Stone, Mus.B., Syracuse University, 1941; M.A., Harvard University, 1942, be appointed Assistant Professor of History of Music and Piano for an initial term of two years, at a salary of $2,500 per year, for the period beginning September 1, 1944, and automatically expiring June 30, 1946, subject to any and all reductions.

126. That Robert Todd Duncan, Assistant Professor of Voice, 1600 T Street, N. W., be granted a leave of absence without pay for the period beginning September 1, 1944, automatically expiring June 30, 1945.

127. That Louia Vaughn Jones, graduate New England Conservatory, 1918, special study with European masters, 654 Girard Street, N. W., now serving under appointment as Instructor in Violin and School Music for the period beginning September 1, 1940, automatically expiring June 30, 1944, at a salary of $2,200 per year, be reappointed under the regulations of the University concerning tenure, as Instructor in Violin and School Music for the period beginning September 1, 1944, and automatically expiring June 30, 1947, at a salary of $2,200 per year, subject to any and all reductions.

Further, that Mr. Jones be granted sabbatical leave with one-half pay for the first quarter of the school year, 1944-1945.

UNIVERSITY LIBRARY

128. That Lawrence A. Hill, A.B., 1937, Howard University, 149 W Street, N. W., Apt. 404, Washington, D. C., be reappointed Circulation Assistant for a one-year term at an annual salary of $1,440, beginning July 1, 1944, and automatically expiring June 30, 1945, subject to any and all reductions.

VOTED:

129. That Greta H. Balfour, A.B., 1942, Howard University, 1346 Kenyon Street, N. W., Washington, D. C., be reappointed Circulation Assistant for a one-year term at an annual salary of $1,440, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

130. That Fannie M. Williams, A.B., 1939, Howard University, 1927 Thirteenth Street, N. W., Washington, D. C., be reappointed Library Assistant for a one-year term at an annual salary of $1,440, beginning July 1, 1944, and automatically expiring June 30, 1945, subject to any and all reductions.

131. That Delores L. Lightfoot, 1329 Concord Avenue, N. W., Washington, D. C., be reappointed Clerical Assistant for a one-year term at an annual salary of $1,440, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

132. That Ethel P. Page, 3716 Foote Place, N. E., Washington, D. C., be reappointed Secretary to the University Librarian for a one-year term at an annual salary of $1,440, beginning July 1, 1944, and automatically expiring June 30, 1945, subject to any and all reductions.

133. That Walter G. Daniel, A.B., 1926, Virginia Union University; Ed.D., 1927, A.M., 1928, University of Cincinnati; Ph.D., 1941, Columbia University, 1206 Lamont Street, N. W., Washington, D. C., be reappointed University Librarian for a one-year term at an annual salary of $3,700, beginning July 1, 1944, and automatically expiring June 30, 1945, subject to any and all reductions.

134. That Emma G. Murray, A.B., 1934, Howard University, 928 S Street, N. W., Washington, D. C., be reinstated as Acquisitions Librarian and Supervisor at an annual salary of $2,100 and continue to serve on a four-year term which began July 1, 1942, and will automatically expire June 30, 1946.

135. That the services of Etta L. Wilkinson, 1438 Kearney Street, N. E., Washington, D. C., as Clerical Assistant be terminated as of June 30, 1944, the expiration date of her present temporary appointment.

136. That the services of Julia W. Harden, A.B., 1930, New York University, B.S. (Library Service) 1931, Columbia University, 1348 Girard Street, N. W., Washington, D. C., as Assistant Acquisitions Librarian be terminated as of June 30, 1944, the expiration date of her present temporary appointment.

137. That the services of Ethel L. Williams, A.B., 1930, Howard University, B.S. (Library Service) 1933, Columbia University, 1241 Irving Street, N.E., Washington, D. C., as Assistant Reference Librarian be terminated as of June 30, 1944, the expiration date of her present temporary appointment.

138. That Roberta T. McLemore, A.B.,1930, Bradley Polytechnic Institute; B.S. (Library Service), Hampton Institute, 1206 Kenyon Street, N. W., Washington, D. C., Serials Librarian, be continued on a leave of absence beginning July 1, 1944, and automatically ending June 30, 1945, for the purpose of continuing to serve as Camp Librarian, Fort Devens, Massachusetts.

DEAN OF WOMEN

VOTED:

139. That Susie A. Elliott, Howard University, be reappointed Dean of Women and Professorial Lecturer in Home Economics. This reappointment to begin July 1, 1944, at a salary of $4,002.50 per year, with $502.50 deducted for maintenance, subject to any and all future reductions, with indefinite tenure, and providing one month's vacation.

140. That Louise M. Latham, Howard University, be reappointed Director of Housing and Assistant to the Dean of Women for a term of twelve months at a salary of $2,400, with $452.50 deducted for maintenance, subject to any and all future reductions, and providing one month's vacation. This appointment to begin July 1, 1944 and to automatically expire June 30, 1945.

141. That Natalie B. Day, Howard University, be reappointed official hostess of Frazier Hall and dormitory relief worker for one year at a salary of $1,330 per year, with $150 deducted for room, subject to any and all reductions, and providing one month's vacation. This appointment to begin July 1, 1944 and to automatically expire June 30, 1945.

142. That Dorothy Urback, 412 T Street, N. W., be reappointed Secretary-Clerk in the Office of the Dean of Women for one year at a salary rate of $1,440 per year, subject to any and all reductions, and providing one month's vacation. This appointment to begin July 1, 1944 and to automatically expire June 30, 1945.

143. That Elizabeth Mitcham, Howard University, be reappointed Educational Director for Crandall Hall for one year at a salary of $1,215 per year, $175.00 to be deducted for room rent for ten months; the appointment to begin September 1, 1944 and to automatically expire June 30, 1945, subject to any and all reductions.

144. That Rae Williams, Howard University, be reappointed Educational Director for Frazier Hall for one year at a salary of $1,215 per year - $157.00 to be deducted for room rent for ten months; the appointment to begin September 1, 1944 and to automatically expire June 30, 1945, subject to any and all reductions.

145. That Sadie Brown, Howard University, be appointed Educational Director for Truth Hall for one year at a salary of $1,215 - $125.00 to be deducted for room rent for ten months; the appointment to begin September 1, 1944, and to automatically expire June 30, 1945, subject to any and all reductions.

DEAN OF MEN

146. That Thomas E. Hawkins be reappointed Assistant to the Dean of Men for the collegiate year of 1944-45, beginning July 1, 1944 and automatically terminating June 30, 1945, and that his compensation be his living quarters in one of the men's dormitories and $2000 a year. This reappointment to be subject to the regulations of the Board of Trustees governing such reappointments.

147. (a) That Thomas E. Hawkins be granted sabbatical leave to study for one year, beginning July 1, 1944 and automatically expiring June 30, 1945, at one-half his annual salary (that is, $1,000 plus living quarters for his family subject to the proviso below with respect to living quarters.

(b) That the family of Mr. Thomas E. Hawkins be permitted to continue residence in the apartment in Cook Hall provided a young man can be found to do his work and such occupancy does not seriously handicap the personnel program in the Department of the Dean of Men.

VOTED:

148. That Mrs. Helen Tarby Moseley be reappointed as Secretary to the Dean of Men for the collegiate year of 1944-45, beginning July 1, 1944 and automatically terminating June 30, 1945, and that her salary be $1,440 a year, subject to any and all reductions.

OFFICE OF THE REGISTRAR

149. That Mrs. Amy J. Atkinson be reappointed as Secretary to the Registrar on a yearly basis at a basic salary of $1,800.00 per year, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

150. That Mr. Robert E. Anderson be reappointed in the Office of the Registrar on a yearly basis, with an advancement in rank from clerk to Assistant, at a basic salary of $1,620.00 per year (representing an increase of $120.00 per year over the current salary of $1,500.00), beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

151. That Mrs. Mazaline H. Baird be reappointed as Assistant in the Office of the Registrar on a yearly basis at a basic salary of $1,620.00 per year, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

152. That Miss Lorraine Z. Shivers be reappointed as Stenographer-Clerk in the Office of the Registrar on a yearly basis at a basic salary of $1,440.00 per year, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

153. That Miss Mavis Wade be probationally reappointed as Stenographer-Clerk in the Office of the Registrar on a yearly basis, at a basic salary of $1,440.00 per year, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

154. That Miss Juanita Fordham be reappointed temporarily as a Stenographer-Clerk in the Office of the Registrar on a yearly basis, at a basic salary of $1,440.00 per year, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

155. That Miss Clarice Hutchison be reappointed as a temporary Stenographer-Clerk in the Office of the Registrar on a yearly basis, at a basic salary of $1,440.00 per year, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

156. That F. D. Wilkinson be reappointed as Registrar of Howard University at a basic salary of $4,000.00 per year, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

157. That authority be granted for the appointment of a Stenographer-Clerk in the Office of the Registrar, vice Margaret H. Johnson, resigned, at an annual salary of $1,440.00, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

VOTED:

158. That appointment of an Assistant Registrar be authorized in the office of the Registrar on a yearly basis, at an annual salary rate of $3,000.00 per year, subject to Congressional appropriation for the position beginning July 1, 1944 and automatically expiring June 30, 1945.

OFFICE OF THE SECRETARY

159. That Mr. Armour J. Blackburn, 13 R Street, N. W., Washington, D. C., be reappointed Field Agent, Office of the Secretary, at the salary rate of $2,600 per annum, subject to any and all reductions. This appointment to begin July 1, 1944 and to terminate automatically June 30, 1945.

160. That Mr. William W. Blocker, Washington, D. C., be reappointed Field Agent, Office of the Secretary, at the salary rate of $2,200 per annum, subject to any and all reductions. This appointment to begin July 1, 1944 and to terminate automatically June 30, 1945.

161. That Mrs. Evelyn W. Shamwell, 1307 Jackson Street, N. E., Washington, D. C., be reappointed Secretary to the Secretary of the University, at the salary rate of $1,800.00 per annum, subject to any and all reductions. This appointment to begin July 1, 1944 and to terminate automatically June 30, 1945.

162. That Mr. Roger J. Kyles, 1241 Girard Street, N. W., Washington, D. C., be reappointed Clerk, Office of the Secretary, at the salary rate of $1,620 per annum, subject to any and all reductions. This appointment to begin July 1, 1944 and to terminate automatically June 30, 1945.

163. That Miss M. Edyth Williams, 654 Girard Street, N. W., Washington, D. C., be reappointed Clerk, Office of the Secretary, at the salary rate of $1,620 per annum, subject to any and all reductions. This appointment to begin July 1, 1944, and to terminate automatically June 30, 1945.

164. That Miss Leota Arlene Lyons, Washington, D. C., be reappointed File Clerk-Typist, in the Office of the Secretary, at the salary rate of $1,440.00 per annum, subject to any and all reductions. This appointment to begin July 1, 1944 and to terminate automatically June 30, 1945.

OFFICE OF THE TREASURER

165. That Gustav Auzenne, Jr., Assistant Treasurer, of 1213 Park Road, N.W., be reappointed Assistant Treasurer at his present salary of $3,600 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

166. That Mrs. Dorothy H. Bayen, Budget Officer, 113 W Street, N. W., be reappointed Budget Officer at a salary of $1,920 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

167. That Miss Helen M. Carrington, Secretary to the Purchasing Agent, 1919 3rd Street, N. W., be reappointed Secretary to the Purchasing Agent at her present salary of $1,440.00 annually without increase and subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

168. That Miss Flora Clark, Purchase Order Clerk, 945 Rhode Island Avenue, N. W., be reappointed Purchase Order Clerk at her present salary of $1,440.00 annually, without increase and subject to any and all reductions, beginning July 1,

1944 and automatically expiring June 30, 1945.

VOTED:

169. That Captain Roscoe C. Clayton, Military Property Clerk, of 1928 Second Street, N. W., be reappointed Military Property Clerk at his present salary of $1,200.00 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

170. That Mrs. Francis Cooper, Purchase Order Clerk, of 625 - 3rd Street, N. E., be reappointed Purchase Order Clerk at her present salary of $1,260.00 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

171. That Raymond A. Cunningham, Bookkeeper, of 1833 S Street, N. W., be reappointed Bookkeeper at his present salary of $2,100 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

172. That Daniel W. Edmonds, Cashier, of 1748 S Street, N. W., be reappointed Cashier at his present salary of $2,400.00 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

173. That Miss Alvesta P. Lancaster, Assistant Cashier and Bookkeeper, of 5321 Central Avenue, S. E., be reappointed Assistant Cashier and Bookkeeper at her present salary of $1,620.00 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

174. That Miss M. Yvonne Mitchell, Bookkeeper-Clerk, of 1701 - 13th Street, N. W., be reappointed Bookkeeper-Clerk at her present salary of $1,500.00 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

175. That Hubert M. Moman, Bookkeeper, of 1410 Hopkins Place, N. W., be reappointed Bookkeeper at his present salary of $2,000 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

176. That Mrs. Florence W. Morse, Budget Ledger Bookkeeper, of 1412 Morris Road, N. E., be reappointed Budget Ledger Bookkeeper, at a salary of $1,600.00 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

177. That Miss Viola Murphy, Pa yroll Bookkeeper, of 654 Girard Street, N. W., be reappointed Pa yroll Bookkeeper at her present salary of $1,800.00 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

178. That Miss Lillian Robinson, Stenographer-Clerk, of 2714 Georgia Avenue, N. W., be reappointed Stenographer-Clerk at her present salary of $1,260 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

179. That Mrs. Olivia Smith, Student Ledger Bookkeeper, of 945 Rhode Island Avenue, N. W., be reappointed Student Ledger Bookkeeper at her present salary of $1,440.00 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

VOTED:

180. That Mrs. Margaret D. Welch, Secretary of 1114 Lamont Street, N. W., be reappointed Secretary at her present salary of $1,800 annually, without increase and subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

181. That Lawrence L. Whaley, Purchasing Agent, 1221 Kenyon Street, N. W., be reappointed Purchasing Agent at his present salary of $2,400.00 annually, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

182. That Wilfred Harris, Postmaster, University Post Office, of 2433 Ontario Road, N. W., be reappointed Postmaster at his present salary of $1,100 annually (additional salary of $720 to be paid by the United States Government Post Office), subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

183. That Mrs. Dorothy Young, 713 Smith Row, N. W., be reappointed maid in the Women's Dormitories, at her present salary of $80.00 per month, without increase and subject to any and all reductions, to begin July 1, 1944, and automatically expire June 30, 1945.

184. That Mrs. Annie Jackson, 1421 W Street, N. W., be reappointed maid in the Women's Dormitories, at her present salary of $80.00 per month, without increase and subject to any and all reductions, as of July 1, 1944, and automatically expiring June 30, 1945.

185. That Mr. Abraham Smith, 215 Fenton Court, N. E., be reappointed janitor in the Women's Dormitories, at his present salary of $85.00 per month, without increase and subject to any and all reductions, as of July 1, 1944 and automatically expiring June 30, 1945.

186. That Mrs. Daisy Frazier, 2250 - 12th Street, N. W., be reappointed maid in the Women's Dormitories, at her present salary of $80.00 per month, without increase and subject to any and all reductions, as of July 1, 1944 and automatically expiring June 30, 1945.

187. That Mr. Booker Bell, 36 P Street, N. E., be reappointed janitor in the Women's Dormitories at his present salary of $85.00 per month, without increase and subject to any and all reductions, as of July 1, 1944 and automatically expiring June 30, 1945.

188. That Mr. Roy Saunders, 36 P Street, N. E., be reappointed janitor in the Women's Dormitories at his present salary of $85.00 per month, without increase and subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

189. That Miss Alida P. Banks, Household Manager, Women's Dormitories, be reappointed Household Manager at her present salary of $2,400.00 annually, with room and board, on a twelve months basis, for a total of $2,793.00, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

190. That Halvin Addison, 457½ Ridge Street, N. W., be reappointed janitor in Cook Hall at his present salary of $85.00 per month, without increase and subject to any and all reductions, as of July 1, 1944 and automatically expiring June 30, 1945.

VOTED:

191. That James C. Hynes, 619 New Jersey Avenue, N. W., be reappointed janitor in Cook Hall, at his present salary of $85.00 per month, without increase and subject to any and all reductions, as of July 1, 1944, and automatically expiring June 30, 1945.

192. That Edward Russ, 1261 Half Street, S. W., be reappointed janitor in Cook Hall at his present salary of $90.00 per month, without increase and subject to any and all reductions, as of July 1, 1944, and automatically expiring June 30, 1945.

193. That Mrs. Sadie E. Gough, Housekeeper, Cook Hall, be reappointed Housekeeper at her present salary of $1,260.00 with apartment, annually, for a total of $1,680.00, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

194. That Mrs. Gertrude D. Hopkins, Acting Matron, Clark Hall, be reappointed Acting Matron in Clark Hall, at her present salary of $600.00 with apartment, for a total of $900.00 annually, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

195. That Arthur Chavis, janitor, of 48 Defree Street, N. E., be reappointed janitor in Clark Hall at his present salary of $85.00 per month, without increase and subject to any and all reductions, as of July 1, 1944 and automatically expiring June 30, 1945.

196. That Henry Patterson, 1248 Bladensburg Road, N. E., be reappointed janitor in Clark Hall at his present salary of $85.00 per month, without increase and subject to any and all reductions, as of July 1, 1944 and automatically expiring June 30, 1945.

197. That James S. Frazier, janitor, 603 Columbia Road, N. W., be reappointed janitor in Clark Hall at his present salary of $85.00 per month, without increase and subject to any and all reductions, as of July 1, 1944, and automatically expiring June 30, 1945.

198. That Bruce Clark, janitor, of 1228 Sixth and One-Half Street, N. W., be reappointed janitor in Miner Hall at his present salary of $85.00 per month, without increase and subject to any and all reductions, as of July 1, 1944 and automatically expiring June 30, 1945.

199. That Miss Henrietta Thayer, Dietitian, Howard University, be reappointed Dietitian at her present salary of $2,400.00 annually with room and board, on a twelve months basis for a total of $2,793.00, subject to any and all reductions, as of July 1, 1944, and automatically expiring June 30, 1945.

200. That Mrs. Elizabeth Ferguson, Assistant Dietitian, 1751 You Street, N. W., be reappointed Assistant Dietitian at her present salary of $1,500.00 annually with board, for a total of $1,800.00, on a twelve months basis, without increase and subject to all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

201. That Warner Berry, First Cook, of 1405 Half Street, S. W., be reappointed First Cook, at his present salary of $150.00 per month in cash, and board at the rate of $25.00 per month, for a total of $175.00 per month, on a twelve

months basis, subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

VOTED:

202. That Mrs. Nannie Bailey, Second Cook, of 815 Euclid Street, N. W., be reappointed Second Cook at her present salary of $125.00 per month plus $25.00 board, for a total of $150.00 per month, on a twelve months basis, subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

203. That Mrs. Eliza Ross, Assistant Cook, of 713 Smith Row, N. W., be reappointed Assistant Cook at her present salary of $80.00 per month plus $25.00 board, for a total of $105.00 per month on a twelve months basis, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

204. That Miss Ellen Merck, Counter Manager, of 770 Gresham Place, N. W., be reappointed Counter Manager at her present salary of $70.00 per month plus $25.00 board, for a total of $95.00, on a twelve months basis, subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

205. That Miss Marguerite Sykes, Pastry Cook, of 3223 Sherman Avenue, N.W., be reappointed Pastry Cook at her present salary of $80.00 per month plus $25.00 board, for a total of $105.00 per month, on a twelve months basis, subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

206. That Mrs. Margaret Lynch, Waitress in the Coffee Shop, of 2507 Georgia Avenue, N. W., be reappointed Waitress in the Coffee Shop, at her present salary of $44.00 per month plus $19.00 board, for a total of $63.00 per month, on a twelve months basis, subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

207. That Mrs. Maggie Rapley, Counter Girl, 1242 5th Street, N. W., be reappointed counter girl at her present salary of $60.00 in cash plus $25.00 board for a total of $85.00 per month, on a twelve months basis, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

208. That Mrs. Florine Baylor, counter girl, 1425 - 8th Street, N. W., be reappointed counter girl at her present salary of $60.00 in cash plus $25.00 board for a total of $85.00 per month, on a twelve months basis, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

209. That Mrs. Carrie Bryant, counter girl, 303 O Street, N. W., be reappointed counter girl at her present salary of $60.00 in cash plus $25.00 board for a total of $85.00 per month, on a twelve months basis, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

210. That Mrs. Mary Jane Stowers, dishwasher, 713 Smith Row, N. W., be reappointed dishwasher at her present salary of $60.00 in cash plus $25.00 for board per month, for a total of $85.00 per month on a twelve months basis, subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

211. That Miss Gladys Springs, dishwasher, 41 H Street, N. W., be reappointed dishwasher at her present salary of $60.00 in cash plus $25.00 board for a total of $85.00 per month, on a twelve months basis, subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

VOTED:

212. That Mrs. Jennie Mae Huff, dishwasher, 1313 - 10th St., N. W., be reappointed dishwasher, at her present salary of $60.00 in cash plus $25.00 for board for a total of $85.00 per month, on a twelve months basis, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

213. That Miss Martha Holloman, dishwasher, 1734 10th St., N. W., be reappointed dishwasher, at her present salary of $60.00 in cash plus $25.00 for board per month, for a total of $85.00 per month on a twelve months basis, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

214. That Mrs. Maude McPhaill, dishwasher, 400 V Street, N. W., be reappointed dishwasher at her present salary of $60.00 in cash plus $25.00 board for a total of $85.00 per month, on a twelve months basis, subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

215. That Miss Lila Jackson, cashier-clerk, 1265 Hamlin Street, N.E., be reappointed cashier-clerk at her present salary of $60.00 in cash plus $25.00 board for a total of $85.00 per month on a twelve months basis, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

216. That Miss Martha Patterson, kitchen helper, 613 Ashland Street, N.E., be reappointed kitchen helper at her present salary of $60.00 in cash plus $25.00 board, for a total of $85.00 per month, on a twelve months basis, subject to any and all reductions beginning July 1, 1944 and automatically expiring June 30,1945.

217. That Miss Grace Miller, cashier, 1714 You Street, N.W., be reappointed cashier at her present salary of $85.00 in cash plus $25.00 board, for a total of $110.00 per month, on a twelve months basis, subject to any and all reductions beginning July 1, 1944 and automatically expiring June 30, 1945.

218. That Clifton Barton, pot washer, 1810½ 6th Street, N. W., be reappointed pot washer at his present salary of $70.00 in cash plus $25.00 board, for a total of $95.00 per month, on a twelve months basis, subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945.

219. That Miss Virginia Cutler, kitchen helper, 1324 - 11th Street, N. W., be reappointed kitchen helper at her present salary of $60.00 in cash plus $25.00 board, for a total of $85.00 per month, on a twelve months basis, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

SCHOOL OF LAW

220. That Professor William H. Hastie, 1707 S Street, N. W., Washington, D. C., be reappointed Dean of the School of Law at a total instructional and administrative salary of $6,000.00 per year, subject to any and all reductions. This appointment as Dean shall begin July 1, 1944 and expire automatically June 30, 1945.

221. That Miss Ollie M. Cooper, 1100 Howard Road, S. E., Washington, D. C., be reappointed as Secretary to the Dean of the Law School for the term of one

year, at a salary of $1,620.00 per year, subject to any and all reductions. This appointment to begin July 1, 1944 and to expire automatically June 30, 1945.

VOTED:

222. That Miss Gwendolyn L. Dawson, of Howard University, Washington, D. C., be reappointed Clerk-Stenographer in the School of Law for a term of one year at a salary of $1,080.00 per year, subject to any and all reductions. This appointment shall begin July 1, 1944 and expire automatically June 30, 1945.

223. That Assistant Professor George E. C. Hayes, 1732 S Street, N. W., Washington, D. C., be reappointed at a salary of $1,000.00 per year, subject to any and all reductions. This appointment shall be for part-time services, shall begin September 1,1944 and expire automatically June 30, 1945, and shall not be subject to the tenure regulations of Howard University.

224. That Louis Berry, 1124 Sumner Road, S. E., Washington, D. C., be reappointed Instructor in the School of Law for a term of one year at a salary of $2,500.00 per year, subject to any and all reductions. This appointment to begin September 1, 1944 and to expire automatically June 30, 1945.

225. That the appointment of Bernard S. Jefferson, 3210 Fourteenth Street, N.E., Washington, D. C., as Associate Professor in the School of Law, which by its terms expires automatically June 30, 1944, be extended to June 30, 1945, and that Professor Jefferson be granted leave of absence, without pay, for the period beginning September 1, 1944 and expiring automatically June 30, 1945.

226. That George M. Johnson, 2801 Eleventh Street, N. W., Washington, D. C., Associate Professor of Law, be granted leave of absence, without pay, for the period beginning September 1, 1944 and expiring automatically June 30, 1945.

227. That the military leave of W. Robert Ming, Jr., 1820 California Street, N. W., Washington, D. C., Associate Professor of Law, be continued for the period beginning September 1, 1944 and expiring automatically June 30, 1945.

DEAN OF CHAPEL

228. That Mrs. Agnes B. Robinson, 608 Gresham Place, N. W., Washington, D. C., present secretary of the Dean of the Chapel, be reappointed to that position beginning July 1, 1944 at a basic salary of $1,200 per year, this appointment to automatically expire June 30, 1945, subject to any and all reductions.

BUILDINGS AND GROUNDS

229. That Edward S. Hope, Superintendent of Buildings and Grounds, Howard University, be reappointed without increase in salary, at a salary of $3,750 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

230. That Julian A. Cook, Architect, of 654 Girard Street, N. W., be reappointed without increase in salary, at a salary of $3,000 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

231. That Myrtle E. Redd, Secretary, of 3029 13th Street, N. W., be appointed without increase in salary, at a salary of $1,440 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

VOTED:

232. That Louise T. Hines, Clerk, of 1761 You Street, N. W., be reappointed without increase in salary, at a salary of $1,600 annually, beginning July 1, 1944 and automatically expiring June 30, 1945.

233. That Ray J. Preston, Timekeeper, of 1517 S Street, N. W., be reappointed without increase in salary, at a salary of $1,440 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

234. That Eugene Roberson, Storekeeper, of 5020 Washington Place, N. E., be reappointed without increase in salary, at a salary of $1,860 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

235. That Don M. Vernon, Assistant Storekeeper, of 654 Girard Street, N.W., be reappointed without increase in salary, at a salary of $1,600 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

236. That Charles Thomas, Skilled Laborer, of 1249 Ninth Street, N. W., be reappointed without increase in salary, at a salary of $1,260 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

237. That Agbert Chambers, Chief Watchman, of 2617 Georgia Avenue, N. W., be reappointed without increase in salary, at a salary of $1,320 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

238. That Benjamin F. Actie, Watchman, of 769 Girard Street, N. W., be reappointed without increase in salary, at a salary of $1,200 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

239. That Ed. Buffington, Watchman, of 1945 Capitol Avenue, N. E., be reappointed without increase in salary, at a salary of $1,140 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

240. That John Haywood, Watchman, of 1257 Irving Street, N. W., be reappointed without increase in salary, at a salary of $1,140 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

241. That David Williams, janitor, of 1510 Caroline Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

242. That Arthur Davis, janitor, of 1837 5th Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

243. That Charles E. Green, janitor, of 533 Florida Avenue, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

VOTED:

244. That Gerald Smith, janitor, of 734 Park Road, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

245. That Carrie E. Snowden, Telephone Operator, of 733 Girard Street, N.W., be reappointed without increase in salary, at a salary of $1,320 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

246. That Ruth Anderson, Telephone Operator, of 515 Harvard Street, N. W., be reappointed without increase in salary, at a salary of $1,320 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

247. That William H. Markman, Telephone Operator of 2124 Flagler Place, N. W., be reappointed without increase in salary, at a salary of $1,200 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

248. That William T. Courtney, Chief Engineer, Power Plant, of 143 S Street, N.W., be reappointed without increase in salary, at a salary of $3,600 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

249. That Vernoice H. Warrick, Assistant Chief Engineer, Power Plant, of 2201 Second Street, N. W., be reappointed without increase in salary at a salary of $2,100 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

250. That Hartwell T. Willis, Engineer, Power Plant, of 1216 Irving Street, N.W., be reappointed without increase in salary, at a salary of $1,260 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

251. That Nathaniel W. Wright, Engineer, Power Plant, of 142 You Street, N.W., be reappointed without increase in salary, at a salary of $1,860 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

252. That Henry Cathcart, Engineer, Power Plant, of 503 New Jersey Avenue, N.W., be reappointed without increase in salary, at a salary of $1,860 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

253. That Nelson B. Shortt, Engineer, Power Plant, of 1114 W Street, N.W., be reappointed without increase in salary, at a salary of $1,860 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

254. That Edward Jameson, Boiler Operator, Power Plant, of 1931 17th Street, N.W., be reappointed without increase in salary, at a salary of $1,350 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

VOTED:

255. That Irving L. Welch, Boiler Operator, Power Plant, of 1432 Q Street, N.W., be reappointed without increase in salary, at a salary of $1,350 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

256. That Joseph Weaver, Boiler Operator, Power Plant, of 2134 Newport Place, N. W., be reappointed without increase in salary, at a salary of $1,350 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

257. That John Jameson, Boiler Operator, Power Plant, of 1300 Girard Street, N.W., be reappointed without increase in salary, at a salary of $1,350 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

258. That Earl Young, Laborer, of 1122 Fairmont Street, N.W., be reappointed without increase in salary, at a salary of $1,200 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

259. That Willie Stephens, laborer, of 526 Hobart Place, N.W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

260. That Gus Sparks, laborer, of 1122 Fairmont Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

261. That Samuel March, laborer, of 635 Morton Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

262. That Charles Bowie, Skilled Laborer, of 1410 M Street, N. W., be reappointed without increase in salary, at a salary of $1,260 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

263. That Fred Barksdale, Custodian, of 541 Irving Street, N. W., be reappointed without increase in salary, at a salary of $1,200 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

264. That James Connor, janitor, of 1611 11th Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

265. That Arthur Connor, janitor, of 1334 You Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

266. That George W. Perry, janitor, of 614 Gresham Place, N. W., be reappointed without increase in salary, at a salary of $1,200 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

VOTED:

267. That Charlotte Thomas, maid, of 418 V Street, N. W., be reappointed without increase in salary, at a salary of $1,050 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

268. That Lula Jones, maid, of 2125½ Fourth Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

269. That James N. Bowman, Custodian, of 2829 Georgia Avenue, N. W., be reappointed without increase in salary, at a salary of $1,200 annually, beginning July 1, 1944 and automatically expiring June 30,1945, subject to any and all reductions.

270. That Relmond Woodson, janitor, of 1032 Lamont Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

271. That Harry Chinn, janitor, of 732 Gresham Place, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

272. That Gertrude Casey, maid, of 1603 New Jersey Avenue, N. W., be reappointed without increase in salary, at a salary of $1,050 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

273. That Louvenia Swann, maid, of 1208 Irving Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

274. That James M. Nickens, custodian, of 734 Gresham Place, N. W., be reappointed without increase in salary, at a salary of $1,200 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

275. That Lucy Brown, maid, of 608 Columbia Road, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

276. That Mary Pryor, maid, of 747 Girard Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

277. That Mabel Robinson, maid, of 255 V Street, N. W., be reappointed without increase in salary, at a salary of $1,050 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

278. That Henry Clark, custodian, of 1625 C Street, S.E., be reappointed without increase in salary, at a salary of $1,200 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

279. That William S. Harris, janitor, of 1016 4th Street, S.W., Apartment 31, be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

VOTED:

280. That Regina Barksdale, maid, of 541 Irving Street, N. W., be reappointed without increase in salary, at a salary of $1,050 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

281. That William Lee, Custodian, of 1200 Irving Street, N. W., be reappointed without increase in salary, at a salary of $1,200 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

282. That Floyde Robinson, maid, of 6207 L Street, Cedar Heights, Md., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

283. That Esther Q. Tryce, maid, of 1829 Swann Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

284. That Orville Preston, janitor, of 1261 Half Street, S. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

285. That Orlando J. Carroll, custodian, of 1815 T Street, N. W., be reappointed without increase in salary, at a salary of $1,500 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

286. That Robert Boyd, janitor, of 315 Princess Street, Alexandria, Va., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

287. That N. Stocking Biggins, janitor, of 338 Elm Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

288. That Jeddie L. Storm, janitor, of 1607 Seventh Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

289. That Theodore V. Nash, custodian, of 634 Morton Street, N. W., be reappointed without increase in salary, at a salary of $1,200 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

290. That William May, janitor, of 1345 Union Street, S. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

291. That Wardlaw Howard, janitor, of 604 Gresham Place, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July

1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions

VOTED:

292. That Arthur Bowens, janitor, of 541 Irving Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

293. That Gladys Hawkins, maid, of 1954 West Virginia Avenue, N. E., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

294. That Mabel Lee, maid, of 424 V Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

295. That Eugene Gough, Chief Custodian, of Howard University, be reappointed without increase in salary, at a salary of $1,680 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

296. That Scott Waiters, Window Cleaner, of 221 O Street, N.W., be reappointed without increase in salary, at a salary of $1,200 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

297. That Douglas J. Roper, janitor, of 746 Fairmont Street, N. W., be reappointed without increase in salary, at a salary of $1,080 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

298. That Remus Hill, Superintendent of Construction, of 722 Kenyon Street, N. W., be reappointed without increase in salary, at a salary of $2,000 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

299. That Curtis G. Elliott, General Foreman, of 654 Girard Street, N.W., be reappointed without increase in salary, at a salary of $2,000 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

300. That William E. Porter, Carpenter, of 2110 Ninth Street, N. W. be reappointed without increase in salary, at a salary of $6.00 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

301. That Robert Ross, of 591 Columbia Road, N. W., be reappointed without increase in salary, at a salary of $6.00 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

302. That James J. Nicholas, Carpenter, of 1004 Sixth Street, S. W., be reappointed without increase in salary, at a salary of $6.00 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

VOTED:

303. That Clarence Hammond, Painter, of 2364 Sixth Street, N. W., be reappointed without increase in salary, at a salary of $6.00 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

304. That Harry M. Newman, Painter, of 2364 Sixth Street, N. W., be reappointed without increase in salary, at a salary of $6.00 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

305. That Pratt Davis, Painter, of 301 You Street, N. W., be reappointed without increase in salary, at a salary of $5.50 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

306. That David Borden, Skilled Laborer, of 1017A Euclid Street, N. W., be reappointed without increase in salary, at a salary of $5.00 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

307. That James R. Hicks, Mechanic, of 922 French Street, N. W., be reappointed without increase in salary, at a salary of $5.50 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

308. That Elbert Murray, Mechanic, of 930 French Street, N. W., be reappointed without increase in salary, at a salary of $5.50 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

309. That Wesley Buckhanon, Skilled Laborer, of 778 Gresham Place, N. W., be reappointed without increase in salary, at a salary of $4.00 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

310. That William Burgin, Steamfitter, of 721 Park Road, N. W., be reappointed without increase in salary, at a salary of $2,000 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

311. That George Criswell, Skilled Laborer, of 227 Oakdale Street, N. W., be reappointed without increase in salary, at a salary of $1,020 annually, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

312. That Richard R. Anderson, General Mechanic, at $6.00 per day, be promoted to Foreman at $2,000 per year (representing an increase of $122 per year), beginning July 1, 1944 and automatically terminating June 30,1945, subject to any and all reductions.

313. That George A. Bridges, Plumber, of 610 Gresham Place, N. W., be reappointed without increase in salary, at a salary of $5.50 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

VOTED:

314. That Philip Valentine be promoted from Boiler Operator at $1,350 per year to Junior Engineer at $1,440 per year (representing an increase of $90 per year over the current salary), beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

315. That William C. Clinton, Tinner, be reappointed at a salary of $6.00 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

316. That Frank Washington, Carpenter, be reappointed at a salary of $6.00 per day, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

317. That the following employees who have left the University Service for service in the armed forces of the United States of America be granted military leave:

Wiley Barker	Gardener
James S. Claggett	Skilled Laborer
Robert Coleman	Janitor
Foster McAdams	Laborer
William Moore	Junior Engineer
Harry Wimms	Skilled Laborer
James K. Williams	Janitor
George F. Welch	Engineer

OFFICE OF THE PRESIDENT

318. That Mr. G. Frederick Stanton be reappointed Administrative Assistant to the President, at a basic salary of $3,500 per annum, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

319. That Mrs. Avis P. Robinson be reappointed Secretary to the President at a salary of $2,400.00 a year, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

320. That Mrs. Bessie A. Rhyans be re-appointed Secretary in the office of the President at a salary of $1,800 a year, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

321. That Miss Colley W. Rakestraw be reappointed Stenographer-Clerk in the office of the President at a salary of $1,440 a year, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

COLLEGE OF MEDICINE

322. That Mrs. Lillian J. Ruffin, 2201 2nd Street, N. W., be reappointed Secretary to the Dean of the College of Medicine, full-time, at a salary of $1,800 per annum, subject to any and all future reductions, for one year, beginning July 1, 1944, and automatically expiring June 30,1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

VOTED:

323. That Miss Ursula O. Tomas, 113 W Street, N. W., be reappointed Stenographer-Clerk, full-time, for one year, in the office of the Dean of the College of Medicine, at a salary of $1,260 per annum, subject to any and all future reductions, beginning July 1, 1944 and automatically expiring on June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

324. That Mrs. Gertie G. Parrish, 1830 16th Street, N. W., be reappointed Stenographer-Clerk, part-time, in the office of the Dean of the College of Medicine, at a salary of $600 per annum, subject to any and all future reductions, for one year, beginning July 1, 1944, and automatically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

325. That Mrs. Pearl W. Burton, 1612 S Street, N. W., be reappointed Secretary-Clerk, full-time, in the Division of Service and Supplies, at a salary of $1,440 per annum, subject to any and all future reductions, for one year, beginning July 1, 1944, and automatically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

326. That Mr. Edward Roy, 1830 16th Street, N. W., be reappointed Animal Caretaker, full-time, in the Division of Service and Supplies, for one year, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

327. That Mr. Randolph Brown, 1440 Que Street, N. W., be reappointed as Animal Caretaker, full-time, in the Division of Service and Supplies, for one year, at a salary of $1,080 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

328. That Miss Clover L. Oliver, Lucy D. Slowe Hall, be reappointed as Senior Medical Technician, full-time, in the College of Medicine, for one year, at a salary of $1,700 per annum, and that she be reappointed Assistant Director of Laboratories, Department of Medicine, for one year at a salary of $300.00 per annum, making a total annual salary of $2,000.00, subject to any and all future reductions, beginning July 1, 1944 and automatically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

VOTED:

329. That Miss Elsie L. Spurlock, Freedmen's Hospital Annex, be reappointed Medical Technician, full-time, in the College of Medicine, at a salary of $1,200 per annum, subject to any and all future reductions, for one year, beginning July 1, 1944, and automatically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

330. That Mrs. Maybelle Ivanoff, 3937 S Street, S.E., be reappointed Technician, full-time, in the Division of Service and Supplies for assignment to the Blood Bank for one year, at a salary of $1,620 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

331. That Mrs. Hermena C. Pinckney, 5033 Blaine Street, N.E., be reappointed Medical Technician, part-time, in the College of Medicine, for one year, at a salary of $900 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

332. That provision be made for the appointment of a Technician, full-time, in the Division of Service and Supplies for assignment to the Blood Bank, for one year, at a salary of $1,620 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

333. That provision be made for the appointment of an X-Ray Technician, full-time, in the Division of Service and Supplies, for one year, at a salary of $1,800 per annum, subject to any and all future reductions, beginning July 1, 1944 and automatically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

334. That Mrs. Josephine G. Morton, 1918 17th Street, N. W., be reappointed Medical Librarian, full-time, for one year, at a salary of $1,700 per annum, beginning July 1, 1944, and automatically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year, and subject to any and all future reductions.

335. That Mrs. Ida V. Chinn, 209 44th Street, N. E., be reappointed Assistant to the Medical Librarian, full-time, for one year, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944 and automat-

ically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

VOTED:

336. That Mr. John Green, College of Medicine, be reappointed Student Assistant in the Medical Library, part-time, for the school year 1944-45, at a stipend of $333.33 per annum, the appointment to begin July 1, 1944 and automatically expiring June 30, 1945, with the understanding that -

The salary above mentioned shall be applied to the payment of tuition for Mr. Green as a student in the College of Medicine.

337. That Mr. James V. Hackney, College of Medicine, be reappointed Student Assistant in the Medical Library, part-time, for the school year 1944-45, at a stipend of $333.33 per annum, the appointment to begin July 1, 1944, and to terminate automatically June 30, 1945, with the understanding that -

The salary above mentioned shall be applied to the payment of tuition for Mr. Hackney as a student in the College of Medicine.

338. That Miss Ursula Sclafford, College of Medicine, be reappointed Student Assistant in the Medical Library, part-time, for the school year 1944-45, at a stipend of $333.33 per annum, the appointment to begin July 1, 1944, and to expire automatically June 30, 1945, with the understanding that -

The salary above mentioned shall be applied to the payment of tuition for Miss Sclafford as a student in the College of Medicine.

339. That Miss Leona Turner, College of Medicine, be reappointed Student Assistant in the Medical Library, part-time, for the school year 1944-45, at a stipend of $333.33 per annum, the appointment to begin July 1, 1944 and to expire automatically June 30, 1945, with the understanding that -

The salary above mentioned shall be applied to the payment of tuition for Miss Turner as a student in the College of Medicine.

340. That Dr. Roscoe L. McKinney, 1118 Lamont Street, N. W., be reappointed to the position of Head of the Department of Anatomy for the year 1944-45, said reappointment to begin July 1, 1944, and to expire automatically June 30, 1945.

341. That Dr. Ruth Smith Lloyd, 1409 Kearney Street, N. E., be reappointed Instructor in Anatomy, full-time, for two years, 1944-45 and 1945-46, at a salary of $2,600 per annum, subject to any and all future reductions, the appointment to begin July 1, 1944, and to expire automatically June 30, 1946, and that during this period, the appointee shall be available for duty for eleven months during the year.

342. That Dr. Monroe G. Gregory, 1719 Second Street, N. W., be reappointed Assistant in Anatomy, full-time, at a salary of $1,200 per annum, subject to any and all future reductions, for one year, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that during the period of this appointment, the appointee shall be available for duty for eleven months during the year.

VOTED:

343. That Mr. Joseph A. Todd, 236 W Street, N. W., be reappointed Technician, Department of Anatomy, full-time, for one year, at a salary of $1,200 per annum, subject to any and all future reductions, the appointment to begin July 1, 1944, and to expire automatically on June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

344. That Miss Marjorie E. Miles, 1025 Lamont Street, N. W., be reappointed Technician, Department of Anatomy, full-time, for one year, at a salary of $1,200 per annum (representing an increase of $120 per year over the current salary of $1,080), subject to any and all future reductions, the appointment to begin July 1, 1944, and to expire automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

345. That Mrs. Veronica B. Wynn, 4233 Edson Place, N. E., be reappointed Stenographer-Clerk in the Department of Anatomy, part-time, for one year, at a salary of $600 per annum, subject to any and all future reductions, the appointment to begin July 1, 1944, and to expire automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

346. That Dr. Paul B. Cornely, 3103 13th Street, N. E., be reappointed to the position of Head of the Department of Bacteriology, Preventive Medicine and Public Health, for one year (vice Dr. Hildrus A. Poindexter, on military leave) the appointment to begin July 1, 1944, and to expire automatically June 30, 1945; and

347. That Dr. Paul B. Cornely, currently serving an appointment as Associate Professor of Preventive Medicine and Public Health, full-time, without term, at a salary of $3,900 per annum, be paid an additional compensation at the rate of $600 per annum (making a total salary of $4,500 per annum, subject to any and all future reductions), for additional duties and services rendered as Head of the Department of Bacteriology, Preventive Medicine and Public Health vice Dr. H. A. Poindexter, on military leave.

348. That Mr. Arthur H. Webb, 520 Lamont Street, N. W., be reappointed Instructor in Bacteriology, full-time, for one year, at a salary of $2,600 per annum, subject to any and all future reductions, the appointment to begin July 1, 1944, and to expire automatically June 30, 1945, with the understanding that the appointee shall be available for service for eleven months during the period of this appointment.

349. That Mr. Dewey Puckett, 3525 New Hampshire Avenue, N. W., be reappointed Assistant in the Department of Bacteriology, Preventive Medicine and Public Health, full-time, for one year, at a salary of $1,800 per annum, subject to any and all future reductions, the appointment to begin July 1, 1944, and to expire au-

tomatically June 30, 1945, with the understanding that during the period of this appointment, the appointee shall be available for duty eleven months during the year.

VOTED:

350. That Mrs. Wilma Burrus, 1261 Howison Place, S. W., be reappointed Technician in the Department of Bacteriology, full-time, for one year, at a salary of $1,200 per annum, subject to any and all future reductions, the appointment to begin July 1, 1944 and to expire automatically on June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

351. That Mr. Elijah B. Williams, 2419 Ainger Place, N. E., be reappointed Technician in the Department of Bacteriology, part-time, for one year, at a salary of $600 per annum, subject to any and all future reductions, the appointment to begin July 1, 1944, and to expire automatically on June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

352. That Miss Valerie M. Bush, 1834 Florida Avenue, N. W., be reappointed Stenographer-Clerk in the Department of Bacteriology, Preventive Medicine and Public Health, full-time, for one year, at a salary of $1,200 per annum, subject to any and all future reductions, the appointment to begin July 1, 1944, and to expire automatically June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

353. That Dr. Vernon A. Wilkerson, 130 48th Place, N. E., be reappointed to the position of Head of the Department of Biochemistry for one year, beginning July 1, 1944 and expiring automatically June 30, 1945.

354. That Mr. James W. Taylor, 3119 Sherman Avenue, N. W., be reappointed Assistant in Biochemistry, full-time, for one year, at a salary of $1,600 per annum, subject to any and all future reductions, the appointment to begin July 1, 1944, and to expire automatically on June 30, 1945, compensation to be computed on the basis of twelve months to the year, and with the understanding that -

The appointee shall be available for duty for eleven months during the period of this appointment.

355. That a technician be appointed (vice Mr. Gilbert Batten, resigned) in Biochemistry, full-time, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically on June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

VOTED :

356. That Mrs. Veronica B. Wynn, 4233 Edson Place, N. E., be reappointed Stenographer-Clerk, part-time, for the year, in the Department of Biochemistry, at a salary of $600 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

357. That Dr. John B. Johnson, 1234 Girard St., N.E., be reappointed to the position of Acting Head of the Department of Medicine (vice Dr. James L. Hall, on leave), said reappointment to begin July 1, 1944, and to expire automatically on January 22, 1945.

358. That the current appointment of Dr. John B. Johnson which reads as follows:

"That Dr. John B. Johnson, Assistant Professor of Internal Medicine, full-time, at a salary of $3,800 per annum, be paid an additional compensation at the rate of $1,200 per annum for the period beginning January 22, 1944, and automatically expiring June 30, 1944, subject to any and all reductions, for additional duties and services to be rendered in the place of Dr. James Lowell Hall, recently resigned as Head of the Department of Medicine, and full-time Professor of Internal Medicine"

BE MODIFIED TO READ AS FOLLOWS:

That Dr. John B. Johnson, 1234 Girard Street, N. E., now serving an appointment as Assistant Professor of Internal Medicine, the appointment to expire in June, 1947, at $3.800 per annum, be promoted in rank to Associate Professor of Internal Medicine, full-time, at a salary of $4,300 per annum (an increase of $500), and that he be paid additional compensation at the rate of $700 per annum (a decrease of $500) for the period beginning July 1, 1944, and automatically expiring January 22, 1945, for additional duties and services to be rendered in the place of Dr. James L. Hall, on leave of absence which terminates on January 22, 1945, both stipends subject to any and all future reductions, and with the understanding that -

1. The appointee shall be available for duty for eleven months during each year of the period of this appointment, which expires automatically June 30, 1947, and

2. The appointee shall not engage in the private practice of medicine during the period of this appointment.

359. That Dr. Henry Honeyman Hazen, 1911 R Street, N. W., whose appointment to the position of Professor of Dermatology, part-time, expires June 30, 1944, and who will reach the age of 65 on July 21, 1944, be retired in accordance with University regulations with thanks for his years of service, and

That Dr. Henry Honeyman Hazen be retired Professor of Dermatology, Emeritus, as of July 1, 1944, and that the Secretary be authorized to write a letter conveying the appreciation for the Board of Trustees for his long years of constructive service.

VOTED:

360. That Dr. Roland B. Scott, 1118 Girard Street, N. W., now serving an appointment as Assistant Professor of Pediatrics, Department of Medicine, full-time, the appointment to expire automatically June 30, 1945, be reappointed Assistant Professor of Pediatrics, full-time, at a salary of $3,200 per annum, subject to any and all reductions, the appointment to begin July 1, 1944, and to expire automatically on June 30, 1947 (in accordance with University regulations), with the understanding that -

1. The appointee shall be available for duty for eleven months during each year of this appointment, and

2. The appointee shall not engage in the private practice of medicine during the period of this appointment.

361. That Dr. Riley F. Thomas, 1326 Girard Street, N. W., now serving an appointment as Assistant Professor of Medicine, full-time, the appointment to expire automatically on June 30, 1946, be reappointed Assistant Professor of Internal Medicine, full-time, at a salary of $3,300 per annum, subject to any and all reductions, the appointment to begin July 1, 1944, and to expire automatically on June 30, 1947 (in accordance with University regulations), with the understanding that -

1. The appointee shall be available for duty for eleven months of each year during the period of this appointment, and

2. The appointee shall not engage in the practice of medicine during the period of this appointment.

362. That Dr. Maurine P. Weaver, 825 5th Street, N. E., now on study leave, be appointed Instructor in Medicine (Tuberculosis), vice Dr. K. A. Harden, approved for study leave beginning July 1, 1944 by the Executive Committee of the Board of Trustees on December 17, 1943, full-time, for one year, at a salary of $2,600 per annum, subject to any and all future reductions, beginning July 1, 1944 and expiring automatically on June 30, 1945, with the understanding that -

1. The appointee shall be available for duty for eleven months during the period of this appointment, and

2. During the period of this appointment, the appointee shall not engage in the practice of medicine.

363. That Dr. Randolph Kelley Brown, 5000 Jay Street, N. E., be reinstated from study leave, and appointed Instructor in the Department of Medicine, part-time, for one year, at a salary of $1,500 per annum, subject to any and all future reductions, beginning July 1, 1944 and expiring automatically on June 30, 1945, with the understanding that -

The appointee shall be available for duty for eleven months during this period.

364. That Dr. Charles Wendell Freeman, 1727 You Street, N. W., be reappointed Clinical Associate Professor of Dermatology, part-time, for one year, at a salary of $1,000 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during

the period of this appointment.

VOTED:

365. That Dr. William Warrick Cardozo, 3521 New Hampshire Avenue, N. W., be reappointed Clinical Instructor in Pediatrics, Department of Medicine, part-time, for one year, at a salary of $450 per annum, subject to any and all reductions, beginning July 1, 1944, and expiring automatically on June 30, 1945, with the understanding that during the term of this appointment, the appointee shall be available for service for a period of eleven months.

366. That Dr. Arthur D. Carr, 913 S Street, N. W., be reappointed Clinical Instructor in Pediatrics, Department of Medicine, part-time, at a salary of $250 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring June 30, 1945, with the understanding that during the period of this appointment, in addition to such other service as may be required, the appointee shall serve at least two hours per day for three days each week for a period of eleven months in the Infant Welfare Clinic in the Freedmen's Hospital.

367. That Dr. Wilder P. Montgomery, 915 Florida Avenue, N. W., be reappointed Clinical Instructor in Medicine (Tuberculosis), part-time, for one year, at a salary of $1,200 per annum, subject to any and all reductions, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

368. That Dr. Thomas A. Williston, 1204 Que Street, N. W., be reappointed Clinical Instructor in Medicine (Tuberculosis), part-time, for one year, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

369. That Dr. Norman W. Harris, 1735 S Street, N. W., be reappointed Clinical Instructor in Medicine, part-time, for one year, at a salary of $800 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

370. That Dr. John C. Payne, 1607 7th Street, N. W., be reappointed Clinical Instructor in Dermatology, Department of Medicine, part-time, for one year, at a salary of $200 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that during the term of this appointment, the appointee shall be available for duty for a period of eleven months.

371. That Dr. Harry L. Pelham, 825 5th Street, N. E., be reappointed Clinical Instructor in Medicine, part-time, for one year, at a salary of $275 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

372. That Dr. Edward Mazique, 1861 California Street, N. W., be reappointed Clinical Assistant in Medicine, part-time, for one year, at a salary of $800 per annum (representing a decrease of $100 from his present salary of $900), subject to any and all future reductions, beginning July 1, 1944, and expiring automatically

on June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

VOTED:

373. That Dr. Aubrey C. Lindo, 1443 T Street, N. W., be reappointed Clinical Assistant in Medicine (Tuberculosis), part-time, at a salary of $600 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

374. That Dr. Sterling Lloyd, 1409 Kearney Street, N. E., be appointed Assistant in the Department of Medicine, full-time, for one year, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment. (This involves merely reassignment of duties for Dr. Lloyd inasmuch as he is currently appointed as Chief Resident in Tuberculosis at a salary of $1,200 per annum.)

375. That Mrs. Anne C. Brazil, 654 Girard Street, N. W., be reappointed Stenographer-Clerk, full-time, in the Department of Medicine, for one year, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

376. That authority be granted for the appointment of six (6) Assistant Residents in the Department of Medicine, full-time, at a salary of $130 per annum each, a total of $780, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically on June 30, 1945, the appointments to be subject to discontinuance upon thirty days' notice and to provisions for the supplying of quarters, subsistence and laundry by the Freedmen's Hospital.

377. That provision be made for the appointment of a Stenographer-Clerk, part-time, in the Department of Medicine, for one year, at a salary of $600 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

378. That authority be granted for the appointment of one (1) Assistant Resident in Tuberculosis, Department of Medicine, full-time, at a salary of $500 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945, the appointment to be subject to discontinuance upon thirty days' notice, and to provisions for the supplying of quarters, subsistence and laundry by the Freedmen's Hospital.

379. That Dr. Robert Nelson, Freedmen's Hospital, be appointed Teaching Fellow, part-time, in Internal Medicine, Department of Medicine, for one year, at a salary of $800 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945; compensation to be computed on a basis of twelve months to the year.

VOTED:

380. That Dr. James H. Carpenter, 1911½ 8th Street, N. W., be reappointed Clinical Assistant in Pediatrics, Department of Medicine (Teaching Fellow), part-time, for one year, at a salary of $450 per annum, subject to any and all reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

381. That Dr. Ethel Sutton, 1020 Park Road, N. W., be reappointed Clinical Instructor in Pediatrics, Department of Medicine, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

382. That Dr. Henry M. Ladrey, 1617 First Street, N. W., be reappointed Clinical Instructor in Pediatrics, part-time, without compensation, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

383. That Dr. George L. Johnson, 1336 W Street, N. W., be reappointed Clinical Instructor in Pediatrics, Department of Medicine, part-time, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

384. That Dr. Peter D. Johnson, 1717 You Street, N. W., be reappointed Clinical Assistant in Dermatology and Syphilology, Department of Medicine, part-time, without compensation, for one year, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

385. That Dr. Pinyon L. Cornish, 1007 Irving Street, N. W., be reappointed Clinical Instructor in Pediatrics, Department of Medicine, part-time, without compensation, for one year, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

386. That Dr. Jocelyn E. Mitchell, 817 T Street, N. W., be reappointed Clinical Assistant in Dermatology and Syphilology, part-time, without compensation, for one year, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

387. That Dr. Edward L. Davis, 818 20th Street, N. E., be reappointed Clinical Assistant in the Department of Medicine, part-time, without compensation, for one year, beginning July 1, 1944, and automatically expiring on June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

388. That Mrs. Astrea S. Campbell, 539 Florida Avenue, N. W., be reappointed Clinical Psychologist to the Division of Pediatrics, Department of Medicine, part-time, without compensation, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

VOTED:

389. That Dr. Claude Carmichael, 1007 S Street, N. W., be appointed Clinical Assistant in Neurology and Psychiatry, Department of Medicine, part-time, without compensation, for one year, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

390. That Dr. Aubrey Willacy, 1726 Columbia Pike, Arlington, be appointed Clinical Assistant in Neurology and Psychiatry, Department of Medicine, part-time, without compensation, for one year, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

391. That Dr. Julian Waldo Ross, 619 Florida Avenue, N. W., be reappointed Head of the Department of Obstetrics and Gynecology for one year, beginning July 1, 1944, and expiring automatically June 30, 1945.

392. That Dr. Thomas C. Simmons, 1924 17th Street, N. W., whose appointment as Assistant Professor of Obstetrics and Gynecology, full-time, expires June 30, 1944, be reappointed Assistant Professor of Obstetrics and Gynecology, full-time, for three years (in accordance with University regulations), at a salary of $3,300 per annum, subject to any and all future reductions, with the understanding that -

1. The appointee shall be available for duty for eleven months during each year;

2. During the period of this appointment, the appointee shall not engage in the practice of medicine, and

3. This appointment shall expire automatically on June 30, 1947.

393. That Dr. William B. Russell, 1206 Girard Street, N. W., be reappointed Instructor in the Department of Obstetrics and Gynecology, part-time, for one year, at a salary of $1,600 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that during the period of this appointment, the appointee shall be available for duty for eleven months.

394. That Dr. Simeon A. T. Austin, 2105 N Street, N. W., be reappointed Clinical Assistant in Obstetrics and Gynecology, part-time, for one year, at a salary of $900 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring on June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

395. That Mrs. Theodosia B. Robertson, 708 Kenyon Street, N. W., be reappointed Stenographer-Clerk, part-time, for one year, in the Department of Obstetrics and Gynecology, at a salary of $600.00 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

VOTED:

396. That Roland H. Bruner, 2018 South Glebe Road, Arlington, Virginia, be reappointed Clinical Instructor in Obstetrics, part-time, for one year, at a salary of $400 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

397. That Dr. William G. Lofton, 1737 11th Street, N. W., be reappointed Clinical Instructor in Obstetrics, part-time, for one year, at a salary of $400 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

398. That Dr. James E. Roberts, 1447 S Street, N. W., be reappointed Clinical Instructor in Obstetrics and Gynecology, part-time, for one year, at a salary of $600 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

399. That Dr. Lionel H. Maloney, 424 4th Street, S. E., be reappointed Clinical Assistant in Obstetrics and Gynecology, part-time, for one year, at a salary of $400 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

400. That Dr. Alvin F. Robinson, 149 W Street, N. W., be reappointed Clinical Instructor in Obstetrics and Gynecology, part-time, for one year, at a salary of $900 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

401. That authority be granted for the appointment of a Resident in Obstetrics and Gynecology, full-time, for one year, at a salary of $500 per annum, beginning July 1, 1944, and automatically expiring June 30, 1945. This appointment to be subject to provisions for the supplying of quarters, subsistence and laundry by the Freedmen's Hospital.

402. That authority be granted for the appointment of an Assistant Resident in Obstetrics and Gynecology, full-time, for one year, beginning July 1, 1944 and expiring automatically June 30, 1945, at a salary of $130 per annum. This appointment to be subject to provisions for the supplying of quarters, subsistence, and laundry by the Freedmen's Hospital.

403. That authority be granted for the appointment of an Assistant Resident in Obstetrics and Gynecology, full-time, for one year, beginning July 1, 1944, and expiring automatically June 30, 1945, at a salary of $130 per annum. This appointment to be subject to provisions for the supplying of quarters, subsistence, and laundry by the Freedmen's Hospital.

VOTED:

404. That Dr. Samuel LeCount Cook, 1011 S Street, N. W., be reappointed Clinical Assistant Professor in Gynecology, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

405. That Dr. Laura Killingsworth, 1509 S Street, N. W., Washington, D. C., be appointed Clinical Assistant in Obstetrics and Gynecology, part-time, without compensation, for one year, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

406. That Dr. James O. Miles, 3221 11th Street, N. W., be reappointed Clinical Instructor in Obstetrics and Gynecology, part-time, without compensation for one year, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

407. That Dr. Alvin G. Thornton, 4832 Deane Avenue, N. E., be reappointed Clinical Assistant in Obstetrics and Gynecology, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

408. That Dr. Joseph E. Trigg, 1248 Fairmont Street, N. W., be reappointed Clinical Instructor in Obstetrics and Gynecology, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

409. That Dr. Coleridge M. Gill, 1229 Park Road, N. W., be reappointed Clinical Assistant in Obstetrics and Gynecology, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

410. That Dr. Robert S. Jason, 2901 15th Street, N. E., be reappointed Head of the Department of Pathology for one year, beginning July 1, 1944, and expiring automatically June 30, 1945,

411. That Dr. Augustus C. Webb, whose appointment as Assistant Professor of Pathology, full-time, expires June 30, 1944, be reappointed Assistant Professor of Pathology, full-time, for three years, at a salary of $3,200 per annum, subject to any and all reductions, beginning July 1, 1944, and expiring automatically June 30, 1947 (in accordance with University regulations), with the understanding that -

1. The appointee shall be available for duty for eleven months during each year; and

2. During the period of this appointment, the appointee shall not engage in the practice of medicine.

VOTED:

412. That Dr. Henry F. Douglass, 521 21st Street, N. E., be reappointed instructor in Pathology, full-time, for two (2) years, at a salary of $2,400 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1946, with the understanding that -

1. The appointee shall be available for duty for eleven months during the year; and

2. During the period of this appointment, the appointee shall not engage in the practice of medicine.

413. That Dr. John W. Sebastian, 123 Randolph Place, N. W., be reappointed Assistant in the Department of Pathology, full-time, for one year, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that during the period of this appointment, the appointee shall be available for duty for eleven months during the year.

414. That Mr. James A. Barbour, 1007 Monroe Street, N. W., be reappointed Technician in the Department of Pathology, full-time, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

415. That Miss Kathryn P. Fountaine, 608 44th Street, N. E., be reappointed Technician in the Department of Pathology, full-time, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

416. That Mrs. Hazel K. Anderson, 658 L Street, N. E., be reappointed Technician in the Department of Pathology, full-time, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

417. That Mrs. Susie T. Welch, 1314 Riggs Street, N. W., be reappointed Stenographer-Clerk, in the Department of Pathology, full-time, at a salary of $1,440 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

VOTED:

418. That Dr. Arnold H. Maloney, 424 4th Street, S. E., be reappointed Head of the Department of Pharmacology for one year, beginning July 1, 1944, and expiring June 30, 1945.

419. That Dr. Walter M. Booker, 1107 Irving Street, N. E., be reappointed Instructor in the Department of Pharmacology, full-time, for one year, at a salary of $2,609 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that during the period of this appointment, the appointee will be available for duty for eleven months of the year.

420. That Mr. William A. Miller, 1424 W Street, N. W., be reappointed Technician in the Department of Pharmacology, full-time, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

421. That Mrs. Mildred A. Burrill, 1015 S Street, N. W., be reappointed Stenographer-Clerk, half-time, in the Department of Pharmacology, for one year, at a salary of $600 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

422. That Dr. Joseph L. Johnson, 1830 16th Street, N. W., be reappointed Head of the Department of Physiology for one year, beginning July 1, 1944, and expiring automatically June 30, 1945.

423. That Dr. Everett G. Weir, 136 48th Place, N. E., now serving an appointment as Assistant Professor of Physiology, full-time, the appointment to expire on June 30, 1946, be reappointed Assistant Professor of Physiology, full-time, for three years (in accordance with University regulations), at a salary of $3,500 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1947, with the understanding that -

The appointee shall be available for duty for eleven months of each year during the period of this appointment.

424. That Miss Gertrude D. McCaw, 654 Girard Street, N. W., be reappointed Technician-Storekeeper in the Department of Physiology, full-time, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944 and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

VOTED:

425. That Dr. Charles Prudhomme, 1752 17th Street, N. W., be reappointed Instructor in Physiology, full-time, for one year, at a salary of $2,600 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that -

1. The appointee shall be available for duty for eleven months during the period of this appointment.

2. During the period of this appointment, the appointee shall not engage in the practice of medicine.

426. That Mrs. Gertie P. Gordon, 1830 16th Street, N. W., be reappointed Stenographer-Clerk in the Department of Physiology, part-time, for one year, at a salary of $600 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

427. That authority be granted for the appointment of a Mechanic in the Department of Physiology, full-time, for one year, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

428. That authority be granted for the appointment of a Technical Assistant in the Department of Physiology, full-time, for one year, at a salary of $1,200 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

429. That Mr. Edward Hawthorne, 1326 Girard Street, N. W., be reappointed Student Assistant in the Department of Physiology, part-time, at a stipend of $792 per annum, subject to any and all future reductions, beginning July 1, 1944 and expiring automatically June 30, 1945.

430. That Mr. Charles Townes, College of Medicine, be appointed Student Assistant in the Department of Physiology, part-time, for one year, at a stipend of $720 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945.

431. That Dr. Charles R. Drew, 3324 Sherman Avenue, N. W., be reappointed Head of the Department of Surgery for one year, beginning July 1, 1944, and expiring automatically June 30, 1945.

VOTED:

432.

That Dr. Calvin B. LeCompte, whose appointment as Assistant Professor of Anaesthesia, full-time, expire June 30, 1944, be reappointed Assistant Professor of Anesthesia, full-time, for three years (in accordance with University regulations), at a salary of $2,600 per annum, subject to any and all future reductions, beginning July 1, 1944, and automatically expiring June 30, 1947, with the understanding that -

1. The appointee shall be available for duty for eleven months during the period of this appointment; and

2. During the period of this appointment, the appointee shall have the privilege of engaging in private practice limited to the specialty of Anesthesia, such practice to be limited to Freedmen's Hospital.

433. That Dr. Burke Syphax, whose appointment as Instructor in Surgery, full-time, expires June 30, 1944, be reappointed full-time, for two years, at a salary of $3,000 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1946, with the understanding that -

1. The appointee shall be available for duty for eleven months of each year of the appointment, and

2. During the period of this appointment, the appointee shall not engage in the practice of medicine.

434. That Dr. Clarence S. Greene, 1934 Vernon Street, N. W., whose appointment as Instructor in Surgery, full-time, expires June 30, 1944, be reappointed Instructor of Surgery, full-time, for one year, at a salary of $2,300 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that -

1. The appointee shall be available for duty for eleven months of the year during the period of this appointment, and

2. During the period of this appointment, the appointee shall not engage in the practice of medicine.

435. That Mrs. Evelyn H. Shufford, 4236 South Dakota Avenue, N. E., be reappointed Assistant Anesthetist, full-time, for one year, at a salary of $1,680 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

436. That Mrs. Daisy E. Corprew, 1837 Vernon Street, N. W., be reappointed Assistant Anesthetist, full-time, for one year, at a salary of $1,680 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

VOTED:

437. That Dr. Julius S. Neviaser, 1918 K Street, N. W., be reappointed Clinical Professor of Orthopedic Surgery, part-time, for one year, at a salary of $1,000 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

438. That Dr. R. Frank Jones, 717 Florida Avenue, N. W., be reappointed Clinical Professor of Urology, Department of Surgery, part-time, at a salary of $600 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that during the term of this appointment, the appointee shall be available for duty for eleven months.

439. That Dr. Paul E. Piper, 1327 Hamlin Street, N. E., be reappointed Clinical Instructor in Urology, Department of Surgery, part-time, for one year, at a salary of $240.00 per annum (representing an increase of $240 over his present appointment), subject to any and all future reductions, beginning July 1, 1944 and expiring automatically June 30, 1945, with the understanding that during the term of this appointment, the appointee shall be available for duty for eleven months.

440. That Dr. Ulysses L. Houston, 1310 You Street, N. W., be reappointed Clinical Associate Professor, part-time, Department of Surgery, at a salary of $400 per annum, subject to any and all future reductions, beginning July 1, 1944 and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for a period of eleven months during the term of this appointment.

441. That Dr. Joseph F. Dyer, 1107 O Street, N. W., be reappointed Clinical Assistant Professor of Otolaryngology, part-time, for one year, at a salary of $240 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

442. That Dr. Edwin J. Watson, 404 M Street, N. W., be reappointed Clinical Assistant Professor of Ophthalmology, part-time, for one year, at a salary of $240 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that during the term of this appointment, the appointee shall be available for service for a period of eleven months.

443. That Dr. Samuel L. Bullock, 1116 W Street, N. W., be reappointed Clinical Instructor in Surgery, part-time, for one year, at a salary of $240 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

444. That Dr. Merrill H. Curtis, 1939 13th Street, N. W., be reappointed Clinical Instructor in Ophthalmology, part-time, for one year, at a salary of $120 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that during the term of this appointment, the appointee shall be available for service for a period of eleven months.

VOTED:

445. That the appointment of Dr. Thomas R. Peyton, 1914 North 12th Street, Philadelphia, shall expire on June 30, 1944, in conformity with the terms of his appointment which read: "That Dr. Thomas R. Peyton, 1914 North 12th Street, Philadelphia, Pennsylvania, be reappointed as Clinical Instructor in Proctology, part-time, for the year 1943-44, at a salary of $240 per annum, subject to any and all future reductions, beginning July 1, 1943, and automatically expiring June 30, 1944, with the understanding that the appointee shall be available for eleven months during the period of this appointment."

446. That Dr. Kline A. Price, 3505 New Hampshire Avenue, N. W., be reappointed Clinical Assistant Professor of Urology, Department of Surgery, part-time, for one year, at a salary of $240 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

447. That Dr. Henry S. Robinson, 1921 11th Street, N. W., be reappointed Clinical Instructor in Orthopedic Surgery, part-time, for one year, at a salary of $600 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that during the term of this appointment, the appointee shall be available for service for a period of eleven months.

448. That Miss Pearl Scott, 1010 N Street, N. W., be reappointed Stenographer-Clerk, in the Department of Surgery, full-time, at a salary of $1,440 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

449. That provision be made for the appointment of a Technician, full-time, in the Department of Surgery, for one year, at a salary of $1,500 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

450. That five (5) Assistant Residents be appointed in the Department of Surgery, full-time, for one year, at a salary each of $130 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945. These appointments to be subject to provisions for the supplying of quarters, subsistence, and laundry by the Freedmen's Hospital

451. That one (1) Resident be appointed in the Department of Surgery in the Division of Thoracic Surgery, full-time, for one year, at a salary of $500 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, this appointment to be subject to provisions for the supplying of quarters, subsistence, and laundry by the Freedmen's Hospital.

VOTED:

452. That one (1) Resident be appointed in the Department of Surgery, full-time, for one year, at a salary of $500 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, this appointment to be subject to provisions for the supplying of quarters, subsistence and laundry by the Freedmen's Hospital.

453. That provision be made for the appointment of a Resident in Orthopedic Surgery, full-time, for one year, at a salary of $500 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1945, this appointment to be subject to provisions for the supplying of quarters, subsistence and laundry by the Freedmen's Hospital.

454. That Dr. Donald McCarthy Harper, 1915 New Hampshire Avenue, N. W., be reappointed Clinical Instructor in Otolaryngology, part-time, for one year without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

455. That Dr. John C. Oliver, 1901 11th Street, N. W., be reappointed Clinical Instructor in Surgery, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

456. That Dr. Benjamin A. Gray, 1316 S Street, N. W., be reappointed Clinical Instructor in Surgery, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

457. That Dr. Albert R. Hughes, 1208 Lamont Street, N. W., be reappointed Clinical Instructor in Urology for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment

458. That Dr. William S. Hudson, 757 Park Road, N. W., be reappointed Clinical Instructor in Orthopedics, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

459. That Dr. Ogban N. Simmons, 1619 S Street, N. W., be reappointed Clinical Instructor in Urology, part-time, for one year, without compensation, beginning July 1, 1944, and expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

460. That Dr. Ralph C. Wright, 505 Florida Avenue, N. W., be reappointed Clinical Instructor in Otolaryngology, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

VOTED:

461. That Dr. Ira Warf, 814 2nd Street, S. W., be reappointed Clinical Instructor in Otolaryngology, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

462. That Dr. Walter S. Savoy, 1901 Seventh Street, N. W., be reappointed Clinical Instructor in Ophthalmology, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

463. That Dr. Julia Doute Brown, 1315 R Street, N. W., be reappointed Clinical Instructor in Surgery, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

464. That the appointment of Dr. Edward S. Jones, 328 Eye Street, N. W., shall expire on June 30, 1944, in conformity with the terms of his appointment which read: "That Dr. Edward S. Jones, 328 Eye Street, N. W., be reappointed Clinical Instructor in Orthopedic Surgery, part-time, for the year 1943-44, without compensation, beginning July 1, 1943, and automatically expiring June 30, 1944, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment."

465. That Dr. Hartford R. Burwell, 2824 Sherman Avenue, N. W., be reappointed Clinical Assistant Professor of Surgery, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

466. That Dr. Claude L. Cowan, 569 Revolution Street, Havre de Grace, Maryland, be reappointed with a promotion in rank from Clinical Assistant in Ophthalmology to Clinical Instructor in Ophthalmology, part-time, without compensation, for one year beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

467. That Dr. Alec C. Levin, 1835 I Street, N. W., be reappointed Clinical Instructor in Pediatry, Department of Surgery, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

468. That Dr. Grant Lucas, 1738 15th Street, N. W., be reappointed Clinical Instructor in Orthopedics, part-time, for one year, without compensation, beginning July 1, 1944, and automatically expiring June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

469. That Dr. David H. Reid, 1924 17th Street, N. W., be reappointed Clinical Instructor in Surgery, part-time, for one year, without compensation, beginning July 1, 1944 and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

VOTED:

470. That Dr. E. C. Wiggins, 2901 14th Street, N. E., be appointed Clinical Instructor in Urology, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

471. That Dr. Lester M. Archambeau, 433 21st Street, N. E., be reappointed Clinical Assistant in Ophthalmology, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee will be available for duty for eleven months during the period of this appointment.

472. That Dr. Kenneth G. Brown, 2433½ Nichols Avenue, S. E., be reappointed Clinical Assistant in Orthopedic Surgery, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment.

473. That Dr. Theodore George, 1238 Columbia Road, N. W., be reappointed Clinical Assistant in Ophthalmology, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945, with the understanding that the appointee will be available for duty for eleven months during the period of this appointment.

474. That Dr. David Davis, 1835 I Street, N. W., be reappointed Consultant in Otolaryngology and Bronchoscopy, part-time, for one year, without compensation, beginning July 1, 1944, and expiring automatically June 30, 1945.

475. That the persons listed herein be nominated by the Board of Trustees of Howard University for appointment by the Federal Security Administrator as Internes:

1. Allen, Oscar C. ..... Howard University
2. Brown, George P. ..... Howard University
3. Bullock, William H. ..... Howard University
4. Clark, Charles W. ..... Howard University
5. Deane, Robert A. ..... Howard University
6. Dyer, Joseph F. ..... Howard University
7. Fitzgerald, James F. ..... Meharry Medical College
8. Lyons, John B. ..... Howard University
9. Jones, Benjamin ..... Howard University
10. Martin, Joseph P. ..... Howard University
11. Martin, Murray J. ..... Howard University
12. Palmer, Milton R. ..... Howard University
13. Parker, James W. ..... Howard University
14. Pinderhughes, Charles ..... Howard University
15. Thomas, John W. ..... Howard University
16. Watson, James A. ..... Howard University

476. That the physicians listed herein be nominated by the Board of Trustees of Howard University for appointment by the Federal Security Administrator to the position on the Medical Staff of the Freedmen's Hospital indicated after

the name. The appointment in each case to begin July 1, 1944, and to expire automatically on June 30, 1945:

THE FREEDMEN'S HOSPITAL MEDICAL STAFF

DEPARTMENT OF MEDICINE

Chief Physician - John B. Johnson

Internal Medicine

Physicians:
Riley F. Thomas
James L. Hall

Assistant Physicians:
Norman W. Harris
Harry L. Pelham
Edward C. Mazique
J. L. Johnson
Robert Nelson

Pediatrics

Pediatrician:
Alonzo deG. Smith

Associate Pediatrician:
Roland B. Scott

Assistant Pediatricians:
W. Warrick Cardozo
Pinyon L. Cornish

Junior Asst. Pediatricians:
Arthur D. Carr
George L. Johnson
Henry M. Ladrey
Ethel M. Sutton
James H. Carpenter

Radiology

Radiologist:
Charles H. Kelley

Associate Radiologist:
John W. Lawlah

Tuberculosis

Chief Physician
Howard M. Payne

Physicians:
Maurine P. Weaver
K. Albert Harden

Associate Physician:
Wilder P. Montgomery

Assistant Physicians:
Aubrey C. Lindo
Thomas A. Williston

Dermatology and Syphilology

Dermatologist & Syphilologist:
Charles W. Freeman

Assistant Dermatologists and Syphilologists:
Peter D. Johnson
Jocelyn Mitchell
John C. Payne

Neurology and Psychiatry

Neurologist and Psychiatrist:
E. Y. Williams

Associate Neurologist and Psychiatrist:
Justin M. Hope

Assistant Psychologist:
Astrea S. Campbell

Junior Assistants in Neurology and Psychiatry:
Aubrey Willacy
Claude Carmichael

DEPARTMENT OF SURGERY

Chief Surgeon - Charles R. Drew

General Surgery

Surgeons:
Hartford R. Burwell
James R. Laurey

Associate Surgeons:
Burke Syphax
Clarence S. Greene

Assistant Surgeons:
Julia D. Brown
Samuel L. Bullock

Junior Assistant Surgeons:
Benjamin A. Gray
John C. Oliver
David H. Reid

Urology

Urologist:
R. Frank Jones

Associate Urologist:
Paul E. Piper
Kline A. Price

Assistant Urologists:
Albert R. Hughes
Ogban N. Simmons
Elmore C. Wiggins

Pediatry

Alec Levin

Orthopedic Surgery

Orthopedic Surgeon:
Julius Neviaser

Associate Orthopedic Surgeon:
Henry S. Robinson

Assistant Orthopedic Surgeon:
Kenneth G. Brown

Junior Assistant Orthopedic Surgeons:
William S. Hudson
Grant Lucas

Otolaryngology

Otolaryngologist:
Ulysses L. Houston

Associate Otolaryngologists:
Joseph F. Dyer
Donald McC. Harper

Assistant Otolaryngologists:
Ira Warf
Ralph Wright

Ophthalmology

Ophthalmologist:
Edwin J. Watson

Associate Ophthalmologist:
Merrill H. Curtis

Oral Surgery

Oral Surgeon:
John A. Turner

Assistant Oral Surgeons:
Raymond L. Hayes
Roland A. Groomes
Robert C. McMurdock
Norris H. Atkins

Assistant Ophthalmologists:
Claude L. Cowan
Walter S. Savoy
Lester M. Archambeau

Anaesthesia

Anesthetist:
Calvin B. LeCompte

Assistant Anesthetists:
Evelyn H. Shufford
Daisy L. Corprew

DEPARTMENT OF OBSTETRICS AND GYNECOLOGY

Chief Obstetrician and Gynecologist - Julian Waldo Ross

Obstetrics

Obstetrician:
Thomas C. Simmons

Associate Obstetricians:
Roland H. Bruner
William G. Lofton

Assistant Obstetricians:
Lionel H. Maloney
William B. Russell
Simeon A. T. Austin
Alvin F. Robinson

Assistant in Obstetrics:
Alvin Thornton
Coleridge M. Gill

Gynecology

Gynecologist:
Samuel LeCount Cook

Associate Gynecologist:
Joseph E. Trigg

Assistant Gynecologists:
William B. Russell
Thomas C. Simmons
Simeon A. T. Austin
Alvin F. Robinson

Assistant in Gynecology:
Laura A. Killingsworth
Alvin Thornton
Coleridge M. Gill

DEPARTMENT OF PATHOLOGY

Pathologist:
Robert S. Jason

Assistant Pathologist:
Augustus C. Webb

DEPARTMENT OF BACTERIOLOGY

Bacteriologist:
Ruth E. Moore

DEPARTMENT OF BIOCHEMISTRY

Biochemist:
Vernon A. Wilkerson

DEPARTMENT OF PHARMACOLOGY

Pharmacologist:
Arnold H. Maloney

DEPARTMENT OF PHYSIOLOGY

Physiologist:
Joseph L. Johnson

THE CONSULTING STAFF

Thoracic Surgery:
David Davis

Oral Surgery:
Sterling V. Meade

VOTED:

477. That Dr. Martin R. Sutler, Freedmen's Hospital, currently serving an appointment as Assistant Resident in Surgery, full-time, at a salary of $130 per annum, be granted leave of absence without stipend beginning as of April 1, 1944, and expiring June 30, 1944, for the purpose of study in the Department of Pathology at the University of Michigan.

478. That the appointment of the following named individuals currently serving appointments as internes, assistant residents and residents for the period beginning July 1, 1943 and expiring automatically June 30, 1944, at the stipends listed opposite their names be terminated as of March 31, 1944, in keeping with the directive of the Procurement and Assignment Service which limits all appointments as internes, assistant residents and residents to a period of nine months:

Internes	Stipends
Brown, Hugh	None
Goldson, Vernon F.	None
Greenlee, Charles E.	None
Johnson, Arthur L.	None
Johnson, Theodore H.	None
Pierce, Talfourd J.	None
Pinderhughes, Charles A.	None
Prince, Polly Ann	None
Riley, Cyril	None
Solomon, David M.	None
Watts, Charles D.	None
Williams, Emerson A.	None
Wiltshire, Egbert C.	None
Whiting, Oscar H.	None
Winfree, Listervelt S.	None

Residents and Assistant Residents

Medicine

Keller, Donald, Resident in Medicine	$ 500.00
Wharton, Ulysses, Assistant Resident in Medicine	130.00

Obstetrics and Gynecology

Wheeler, Lillian G., Assistant Resident	130.00

Surgery

Malloy, Henri I., Resident in Surgery	500.00
Henderson, Purvis, Resident in Surgery	500.00
Burton, Andrew F., Assistant Resident in Surgery	130.00
Feldman, A. L., Assistant Resident in Surgery	130.00
Gladden, James R., Asst. Resident in Surgery	130.00
Herriford, Merle B., Asst. Resident in Surgery	130.00
Yancey, Asa, Assistant Resident in Surgery	130.00

VOTED:

479. That the individuals named below be appointed to the full-time positions of internes, assistant residents or residents as indicated opposite their names, at the stipends listed opposite their names, the appointments to begin April 1, 1944, and to expire automatically December 31, 1944, the stipends subject to any and all future reductions; the appointments to be subject to provisions for the supplying of quarters, subsistence, and laundry by the Freedmen's Hospital:

Internes	Stipends
Allen, Oscar C.	None
Brown, George P.	None
Bullock, William H.	None
Clark, Charles W.	None
Deane, Robert A.	None
Dyer, Joseph F.	None
Fitzgerald, James F.	None
Jones, Benjamin	None
Lyons, John B.	None
Martin, Joseph P.	None
Martin, Murray J.	None
Palmer, Milton R.	None
Parker, James W.	None
Pinderhughes, Charles	None
Thomas, John W.	None
Watson, James A.	None

Residents and Assistant Residents

Wharton, Ulysses, Resident in Medicine	$ 500.00
Brown, Hugh (Assistant Resident in Medicine) (Tuberculosis)	500.00
*Whiting, Oscar H., Asst. Resident in Medicine	250.00
*Williams, Emerson A., Asst. Resident in Medicine	250.00
*Makel, Eleanor, Assistant Resident in Medicine	250.00
Johnson, Arthur L., Asst. Resident in Medicine	130.00
Wiltshire, Egbert V., Asst. Resident in Medicine	130.00

*(Full stipend to be paid by the University because of limitation of such in the Freedmen's Hospital budget. However, quarters, subsistence and laundry to be supplied by Freedmen's Hospital.)

Obstetrics and Gynecology

Wheeler, Lillian, Resident in Obstetrics and Gynecology	500.00
Prince, Polly A., Assistant Resident in Obstetrics and Gynecology	130.00
Pierce, Talfourd J., Assistant Resident in Obstetrics and Gynecology	130.00

Surgery	Stipends
Yancey, Asa, Resident in Surgery	$ 500.00
Henderson, Purvis, Resident in Surgery ..... (This appointment to terminate on September 30, 1944 instead of December 31st)	500.00
Burton, Andrew F., Assistant Resident in Surgery	130.00
Gladden, James R., Assistant Resident in Surgery	130.00
Herriford, Merle B., Assistant Resident in Surgery	130.00
Watts, Charles D., Assistant Resident in Surgery	130.00
_____, Assistant Resident in Surgery (name to be supplied later)	130.00

VOTED:

480. That Dr. Joseph L. Johnson, Professor and Head of the Department of Physiology, be granted sabbatical leave of absence with half stipend, beginning September 21, 1944, and expiring automatically September 25, 1945, with the understanding that during this period he will engage in additional study and.or research aimed at enhancing his experience and skill for the teaching of students in the College of Medicine.

COLLEGE OF DENTISTRY

481. That C. Carnot Evans, D.D.S., Howard University, 1923; M.S.D., Northwestern University, 1937, Superintendent of Clinics and Associate Professor of Orthodontics, be reappointed Superintendent of Clinics beginning July 1, 1944 and expiring automatically June 30, 1945.

482. That Russell A. Dixon, D.D.S., 1929, M.S.D., 1933, Northwestern University, Professor of Operative Dentistry, be appointed Acting Head of the Department of Operative Dentistry, beginning July 1, 1944 and expiring automatically June 30, 1945.

483. That Percy A. Fitzgerald, D.D.S., 1924, M.S.D., 1936, Northwestern University, Associate Professor of Prosthodontia, be reappointed Head of the Department of Prosthodontia, beginning July 1, 1944 and expiring automatically June 30, 1945.

484. That John A. Turner, D.D.S., 1926; B.S., 1938, Howard University; M.A., 1940, New York University, Associate Professor of Oral Surgery, be reappointed Head of the Department of Oral Surgery, beginning July 1, 1944 and expiring automatically June 30, 1945.

485. That Emmett J. Scott, S.B., 1922, Virginia Union; D.M.D., 1926, Harvard University, Associate Professor of Orthodontics, be reappointed Head of the Department of Orthodontics, beginning July 1, 1944 and expiring automatically June 30, 1945.

486. That Raymond L. Hayes, A.B., 1931, University of Michigan; D.D.S., 1935, University of Indiana; M.Sc., 1937, University of Michigan, Associate Professor of Oral Medicine, be reappointed Head of the Department of Oral Medicine, beginning July 1, 1944 and ending June 30, 1945.

VOTED:

487. That Irene Rodgers, B.S.C., University of Iowa, 1937, Stenographer-Clerk, be reappointed for the school year 1944-45 on a 12 months basis, at the salary of $1,500 per year, subject to any and all salary reductions; this appointment to begin July 1, 1944 and expire automatically June 30, 1945.

488. That Gladys Eggleton, 18 - 52nd Street, S. E., Supply Room Clerk, half-time, be reappointed on a half-time basis for the school year 1944-45 on a 12 months basis, at the salary of $750 per year, subject to any and all reductions; this appointment to begin July 1, 1944 and expire automatically June 30, 1945.

489. That Bessie G. Bailey, R.N., Freedmen's Hospital, 1939, Clinic Nurse, be reappointed Oral Surgery Nurse for the school year 1944-45, on a 12 months basis, at a salary of $1,530 per year, subject to any and all salary reductions; this appointment to expire automatically June 30, 1945.

490. That C. Carnot Evans, D.D.S., Howard University, 1923; M.S.D., Northwestern University, 1937, Superintendent of Clinics and Associate Professor of Orthodontics, be granted the basic salary of $300 per month for July and August 1944 for services that will be required in connection with the accelerated program in Dentistry, making a total salary for the year of $3,600.00.

491. That John A. Turner, D.D.S., 1926; B.S., 1938, Howard University; M.A., 1940, New York University, Associate Professor of Oral Surgery, be granted the basic salary of $300 per month for July and August 1944 for services that will be required in connection with the accelerated program in Dentistry, making a total salary for the year of $3,600.00

492. That Joseph H. Nicholson, D.D.S.,, 1921, Howard University; D.D.S., 1923, Northwestern University, Assistant Professor of Dentistry, be granted the basic salary of $240 per month for July and August 1944 for services that will be required in connection with the accelerated program in Dentistry, making a total salary for the year of $2,880.00.

493. That Adolphus Walton, D.D.S., 1918, Howard University, Associate Professor of Dentistry, on indefinite tenure, be granted the basic salary of $300 per month for July and August 1944 for services that will be required in connection with the accelerated program in Dentistry, making a total salary for the year of $3,600.00.

494. That Benjamin Day Boyd, D.D.S., 1907, Howard University, Instructor in Operative Dentistry, be reappointed Instructor in Operative Dentistry for a term of one calendar year at a salary of $2,880 per year beginning July 1, 1944 and expiring automatically June 30, 1945, subject to any and all reductions.

495. That Drexel B. Harris, D.D.S., 1943, Howard University, Instructor in Operative Dentistry, be reappointed for a term of two years at the basic salary of $2,880 per year, on a twelve months basis, beginning July 1, 1944, and automatically expiring June 30, 1946, subject to any and all salary reductions.

496. That Alicia M. Howard, Certificate in Oral Hygiene, Columbia University, 1933, Instructor in Dental Hygiene, be reappointed for a term of two years at the basic salary of $1,964 per year on a 12 months basis, beginning July 1, 1944 and automatically expiring June 30, 1946, subject to any and all salary reductions.

VOTED:

497. That William A. Mitchell, B.A., Brooklyn College, 1937, D.D.S., 1943, Howard University, Instructor in Prosthodontia, be reappointed for a term of two years at the basic salary of $2,880 per year, on a twelve months basis, beginning July 1, 1944 and automatically expiring June 30, 1946, subject to any and all salary reductions.

498. That Norris H. Atkins, D.D.S., 1930, Howard University, Clinical Assistant in Oral Surgery, be reappointed on a non-salaried basis, for the school year 1944-45; this appointment automatically expiring June 30, 1945.

499. That Roland O. Groomes, D.D.S., 1931, Howard University, Clinical Assistant in Oral Surgery, be reappointed on a non-salaried basis, for the school year 1944-45; this appointment automatically expiring June 30, 1945.

500. That Robert C. McMurdock, D.D.S., 1927, Howard University, Clinical Assistant in Oral Surgery, be reappointed on a non-salaried basis, for the school year 1944-45; this appointment expiring automatically June 30, 1945.

501. That the persons listed herein be nominated by the Board of Trustees of Howard University for appointment by the Federal Security Administrator on the Oral Surgery Staff of Freedmen's Hospital for the school year 1944-1945:

John A. Turner, D.D.S., S.B., M.A.
(Chief Oral Surgeon)

Raymond L. Hayes, A.B., D.D.S., M.Sc.
(Associate Oral Surgeon)

Roland O. Groomes, D.D.S.
(Assistant Oral Surgeon)

Norris H. Atkins, D.D.S.
(Junior Assistant Oral Surgeon)

Robert C. McMurdock, D.D.S.
(Junior Assistant Oral Surgeon)

502. That Margaret E. Johnson, Secretary to the Dean, be reappointed for the school year 1944-45, on a 12 months basis, at a salary of $1,700 a year, subject to any and all reductions. The appointment to begin July 1, 1944 and expire automatically June 30, 1945.

503. That VerMelle Mason, Certificate in Oral Hygiene, Howard University, 1943, X-Ray Technician, be reappointed for a term of one year beginning July 1, 1944 and ending automatically June 30, 1945, at a salary of $1,200 per year, subject to any and all reductions.

504. That Evna L. Penn, B.S. in Commerce, North Carolina College of Negroes, 1939, Record Clerk, be reappointed for the School year 1944-45, on a 12 months basis, at a salary of $1,380 per year, subject to any and all reductions. The appointment to begin July 1, 1944 and expire automatically June 30, 1945.

VOTED:

505. That Melinda E. Wainwright, R.N., Freedmen's Hospital, 1910, Clinic Nurse, be reappointed for the school year 1944-45, on a 12 months basis, at a salary of $1,440 a year, subject to any and all reductions. The appointment to begin July 1, 1944 and expire automatically June 30, 1945.

506. That Diana Wright, Supply Room Clerk, be reappointed for the school year 1944-45, on a 12 months basis, and that her salary be increased from $1,380 a year to $1,500 a year (representing an increase of $120 per year), subject to any and all reductions. The appointment to begin July 1, 1944 and expire automatically June 30, 1945.

507. That Jackson L. Davis, A.B., 1912, New Orleans University; L.L.B., 1916; D.D.S., 1923, Howard University, Instructor in Dentistry, half-time, on leave of absence until June 30, 1944, be reappointed Instructor in Operative Dentistry, half-time, for a term of one year, at the basic salary of $1,440 per year, beginning July 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

508. That an Instructor in Prosthodontia, full time, be appointed in the Department of Prosthodontia, on a 12 months' basis, at a salary of $2,880 per year, subject to any and all salary reductions; this appointment to begin July 1, 1944 and to expire automatically June 30, 1945.

509. That an Instructor in Operative Dentistry, half-time, be appointed in the Department of Operative Dentistry, at a salary of $1,440 per year, on a 12 months basis, subject to any and all reductions; this appointment to begin July 1, 1944, and to expire automatically June 30, 1945.

COLLEGE OF PHARMACY

510. That Roy C. Darlington, Bachelor of Science in Pharmacy (Cum Laude) 1941; Master of Science in Pharmacy, 1943, Ohio State University, be reappointed Instructor in Pharmacy, for a term of one year, at a basic salary of $1,800 per year, beginning September 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

511. That Turner Harrison Dennard, Instructor in Pharmacy and Pharmaceutical Chemistry, 2107 N Street, N. W., Washington, D. C., B.S. in Pharmacy, 1937; M.S., 1941, University of Minnesota, whose present appointment as full-time Instructor in Pharmacy automatically terminates June 30, 1944, be reappointed Instructor in Pharmacy at a basic salary of $1,800 per academic year, beginning September 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

512. That John S. Mitchell, Instructor in Pharmacy, part-time, 1111 Columbia Road, N. W., Washington, D. C., Phar. D., 1918, Howard University, whose services as Instructor in Pharmacy, part-time, automatically terminate June 30, 1944, be reappointed Instructor in Pharmacy, part-time, at a basic salary of $340 per academic year, for one year, beginning September 1, 1944, and automatically terminating June 30, 1945, subject to any and all reductions.

513. That Bernice P. Thorpe, Secretary, 233 Division Avenue, N. E., Wash-

ington, D. C.; A.B., 1938, Howard University, whose services automatically terminate June 30, 1944, be reappointed Secretary to the Dean in the College of Pharmacy at a basic salary of $1,440 per fiscal year for one year, beginning July 1, 1944 and automatically terminating June 30, 1945, subject to any and all reductions.

SCHOOL OF RELIGION

VOTED:

514. That Miss Bessie Helena Mayle be reappointed Assistant in the library of the School of Religion for the year beginning September 1, 1944, at an annual salary of $600.00, subject to any and all reductions; this appointment to expire automatically on June 30, 1945.

515. That Mrs. Esther Garland Pollard, 2217 Fourth Street, N. W., Washington, D. C., present secretary to the Dean of the School of Religion, be reappointed to that position for the year beginning July 1, 1944, at an annual salary of $1,440.00, subject to any and all reductions; this appointment to expire automatically on June 30, 1945.

516. That Miss Bessie Helena Mayle be reappointed part-time Instructor in Music in the School of Religion for the year beginning September 1, 1944, at an annual salary of $600.00, subject to any and all reductions; this appointment to expire automatically June 30, 1945.

517. That Charles C. King, Carver Hall, 213 Elm Street, N. W., Washington, D. C., be reappointed Instructor in Old Testament for the year beginning September 1, 1944, at a salary of $2,000.00 (representing an increase of $200.00 per year over the current salary of $1,800.00), and automatically expiring June 30, 1945, subject to any and all reductions.

518. That Mrs. Mabel M. McCoy, Librarian in the School of Religion, be reappointed to this position at a salary of $1,800.00 (representing an increase of $300.00 per year over the current salary of $1,500.00) for the period beginning July 1, 1944 and automatically expiring June 30, 1946, subject to any and all reductions.

519. That Mrs. Mabel M. McCoy, Librarian in the School of Religion, be granted an extension of her leave from April 22, 1944 through July 22, 1944, in accordance with her request dated March 24, 1944.

COLLEGE OF LIBERAL ARTS (Continued)

520. That Eric Williams, Assistant Professor of Political and Social Science, be granted an extension of his leave of absence, without pay, for the academic year 1944-45; this leave to terminate automatically June 30, 1945.

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

MINUTES OF EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON, D. C.
NOVEMBER 17, 1944

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HOWARD UNIVERSITY
WASHINGTON, D. C.
EXECUTIVE COMMITTEE
NOVEMBER 17, 1944

A meeting of the Executive Committee of the Board of Trustees of Howard University was held in the Founders Library, University Campus, November 17, 1944, at 10:00 o'clock.

Present:

Dr. George W. Coleman, Chairman
Mr. W. Justin Carter
Mr. V. B. Deyber

Dr. Mordecai W. Johnson, President of the University
Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Excuses were rendered for Mr. Milton and Dr. Spaulding who were unable to be present.

Prayer by Dr. Johnson.

1. Upon motion, it was voted that Oscar C. Greene, having fulfilled all requirements for graduation from the Graduate School, including the payment of fees, be awarded the degree of Master of Arts as of August 11, 1944.

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2. Upon motion, it was voted that Henry Kline, D.D.S., University of Pennsylvania, 1928, 5910 Wilson Lane, Bethesda, Maryland, be appointed Counselor in Research in the College of Dentistry at a total salary for the period of $187.50, beginning October 11, 1944 and automatically expiring June 30, 1945.

PRESIDENT'S MATTERS

GRADUATE SCHOOL:

The President presented the following recommendations from the Dean of the Graduate School:

3. That Mrs. Pauline Jackson of 352 Eye Street, N. W., graduate from Cardoza High School, 1938, and formerly employed as typist-clerk in the War Production Board, be appointed part-time typist in the new Field Work Unit of the Division of Social Work operating in the Children's Services of the Board of Public Welfare, at a salary rate of $50.00 per month, beginning November 7, 1944 and terminating automatically at the close of the business day June 30, 1945; subject to any and all reductions.

Upon motion, this recommendation was approved.

4. That Miss Lorraine Jordan of 1333 Third Street, S. W., former senior clerk-typist in the Government, be appointed as secretary to the Field Training Unit of the Division of Social Work at Freedmen's Hospital Annex at a basic salary rate of $100.00 per month; this appointment to begin October 18, 1944 and to expire automatically June 30, 1945, subject to any and all deductions.

Upon motion, this recommendation was approved.

5. That the resignation of Miss Alicia C. Artisst of 249 V Street, N. W., secretary to the Field Work Training Unitof the Division of Social Work at Freedmen's Hospital Annex, at the salary rate of $100.00 per month, be accepted as of the close of the business day, September 16, 1944, the last day she actually worked.

Upon motion, this recommendation was approved.

6. That Miss Dorothea Sullivan, B.A., Trinity College, 1926; M.A., Columbia University, 1930, be reappointed Special Lecturer in Group Work in the Division of Social Work for the Autumn Quarter, 1944-45, at a basic salary of $250.00 for the quarter; this reappointment to begin October 5, 1944 and to terminate automatically December 31, 1944, subject to any and all deductions.

Upon motion, this recommendation was approved.

COLLEGE OF LIBERAL ARTS:

The President presented the following recommendations from the Dean of the College of Liberal Arts:

7. That Eugene C. Holmes be advanced from the rank of Instructor in Philosophy to the rank of Assistant Professor of Philosophy, at an annual salary of $2,300.00, subject to any and all reductions, for a period of two years, 1944-45 and 1945-46 (according to the tenure regulations which provide that "Assistant Professors shall be appointed for an initial period of two years, and shall be subject to reappointment or promotion"); this appointment to begin September 1, 1944, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

8. That Ernestine Kemp be appointed typist in the Department of Physical Education for Women for the Autumn Quarter 1944, at a stipend of $60.00 for the quarter; to begin as of October 2, 1944, and to terminate December 22, 1944.

Upon motion, this recommendation was approved.

9. That Mr. Stanley Anderson (2620 Nichols Avenue, S.E.) be appointed Part-time Assistant in Physical Training, ASTRP, for the period October 9 through December 30, 1944 at a salary of $86.25 for the period.

Upon motion, this recommendation was approved.

10. That Mr. Robert Frye (2429 - Shannon Pl., S.E.) be appointed Part-time Assistant in Physical Training, ASTRP, for the period October 9 through December 30, 1944, at a salary of $86.25 for the period.

Upon motion, this recommendation was approved.

11. That Mr. Myron Ross (1262 - 2nd Street, S. W.) be appointed Part-time Assistant in Physical Training, ASTRP, for the period October 9 through December 30, 1944, at a salary of $172.50 for the period.

Upon motion, this recommendation was approved.

12. That Carroll L. Miller be released from his regular duties as Liaison Officer in the ASTR program and Counselor in the College of Liberal Arts to attend at the City College of New York, at the expense of the University, a four-week program (November 13 to December 9, 1944, inclusive) in Vocational Counselling for key personnel of colleges and universities considering the establishment of vocational advisement units for Veterans.

Upon motion, this recommendation was approved.

13. That the sum of $245.00 be allocated to the budget of the College of Liberal Arts to defray the expenses of Mr. Miller while in attendance upon a four week program in Vocational Counselling at City College, New York.

Upon motion, this recommendation was approved.

14. (a) That persons from the regular staff listed on the appended roster be appointed to the instructional staff of the Army Specialized Training Reserve Program - for the term beginning October 9, 1944, and ending on December 30, 1944, at the respective salaries noted, which include overtime.

(b) That the persons listed as additional instructors be appointed to the Instructional staff of the Army Specialized Training Reserve Program - for the term beginning October 9, 1944 and ending on December 30, 1944, at the respective salaries noted, which include overtime.

(c) That the persons listed under administration and supervision be appointed to the staff of the Army Specialized Training Program - for the term beginning October 9, 1944 and ending December 30, 1944, at the respective salaries noted, which include overtime.

A. Teachers from Regular Staff of the University by Departments

DEPARTMENTS	TEACHING LOAD	PROPOSED SALARY*
Chemistry		
Cooper, Stewart R., Asst. Prof.	6	$ 414.00
Huguley, John, Instructor	5	255.55
English		
Wormley, Stanton, Asst. Prof.	5	383.33
Geography		
Tate, Merze, Asst. Prof.	10	766.66
Mathematics		
Cox, Elbert F., Asst. Prof.	5	408.88
Blackwell, David A.	6	444.66
Physics		
McIntosh, William, Instructor	5	230.00

DEPARTMENT	TEACHING LOAD	PROPOSED SALARY*
Physical Education		
Burr, John, Asst. Prof.	5	332.21
Bush, Charles, Instructor	5	230.00

B. Additional Instructional Personnel, by Department

Mathematics		
** Doggett, John, Instructor M.S., Howard University	16	690.00
Williams, Edgar, Asst.	3	115.00
Physics		
*** Hipp, Fred C., Asst. Prof. M.S., Cornell University	15	881.66
*** Taylor, Theodore E., Instructor B.S. Southern Ill., Normal Univ.	15	690.00
Powell, Charles, Asst.	9	345.00
Chemistry		
*** Cotten, Thomas, Instructor B.S. Hampton	10	460.00
DaCosta, William, Instructor BS-Howard	4	184.00
Austin, Theodore, Instructor B.S. West Va. State	4	184.00
English		
*** Jordan, Lillian, Asst. Prof. M.S., Howard University	15	881.66
History		
*** Lofton, Charles, Asst. Prof. M.S. Howard University	5	293.88
** Browning, James, Asst.Prof. M.A. Univ. of Michigan	5	293.88
Physical Training		
Pendleton, Clarence, Instructor B.S. Howard University	7½	345.00
Smith, Clifford, Instructor B.S. Howard University	5	230.00
Counselling Service		
Combs, Walter	6	276.00
Robinson, Russell	6	276.00

C. Administration and Supervision

Miller, Carroll, Liaison Officer	10	511.10
Hutchinson, M. Clarice	F.T.	438.00

Upon motion, this recommendation was approved.

* Includes overtime

** Previously employed in Regular Program, College of Liberal Arts & ASTP and/or ASTRP

*** Previously employed in ASTRP and/or ASTP

EVENING SCHOOL:

The President presented the following recommendations from the Director of the Evening School:

15. That the following instructors in Commerce and Finance be added to the list of Evening School instructors submitted for the Autumn Quarter on October 21, 1944, at the salaries indicated below:

Christopher C. House, A.B., University of Kansas, 1929; A.M., 1943, Howard University .....$ 200.00

Joseph A. Frisby, A.B., 1938, Morgan College; M.B.A., 1942, Wharton School of Finance and Commerce 200.00

Upon motion, this recommendation was approved.

16. (a) That the persons from the regular instructional staff listed on the appended roster be appointed to the instructional staff for the Autumn Quarter of the Evening School of 1944 at the respective salaries noted.

(b) The persons listed as visiting instructors be appointed to the instructional staff of the Evening School at the respective salaries stated.

A. Teachers from the Regular Staff of the University

DEPARTMENT		SALARY
Education		
Washington, Alethia H.	Professor	$360.00
German		
Williams, Charles G.	Instructor	200.00
Home Economics		
Davis, Rebecca	Instructor	200.00
Farmer, Helen L.	Instructor	200.00
Humanities		
Holmes, Eugene C.	Instructor	200.00
Seiferth, Wolfgang S.	Associate Professor	300.00
Music		
Burge, Louise	Instructor	200.00
Cohen, Charles C.	Assistant Professor	230.00
Political Science		
Dorsey, Emmett E.	Instructor	200.00
Psychology		
Sumner, Francis C.	Professor	360.00
Romance Languages		
Justiniani, Eunice	Instructor	200.00

DEPARTMENT		SALARY
Social Science		
Lofton, Williston	Instructor	$ 200.00
Sociology		
Edwards, G. Franklin	Instructor	200.00

B. Visiting Instructors

Anderson, Lucile L., Instructor in Piano
Mus.B., 1940, Howard University; Mus.M.,1941, Oberlin Conservatory of Music; formerly part-time instructor of Piano and University organist during period 1941-43 ..... 400.00
(load equivalent to two classes)

Anderson, Robert E., Instructor in Piano
Mus.B., 1939, Howard University; at present working in the Federal Government 200.00

Bayton, James, Lecturer in Psychology
B.S., 1935, M.S., 1936, Howard University; Ph.D., 1943, University of Pennsylvania; former Head of Department of Psychology, Virginia State College; at present Social Science Analyst, Division of Program Surveys, Bureau of Agricultural Economics 300.00

Braun, Kurt, Lecturer in Economics
J.S.D., 1922, University of Breslau; 1942, Instructor at University of New Hampshire; 1943 to present, teacher of Economics, Howard University Evening School; member of Staff Brookings Institute and consultant, War Department, Department of Industrial Personnel Division 360.00

Brown, Ruth Allison, Instructor in Classics
A.B., 1928, Wellesley; M.A., 1931, Columbia University; Ph.D., Catholic University, 1944; 1930-33, Instructor of Latin, Virginia State College; Instructor, Washington Public Schools 1933 to present 200.00

Brown, Theressa Wilson, Lecturer in English
A.B., 1924, Oberlin College; A.M., 1929, Ph.D., 1943, University of Pittsburgh; at present member of Faculty of Miner Teachers College; member of Howard University Evening School Staff 230.00

Caliver, Ambrose, Lecturer in Education
A.B., 1915, Knoxville College; A.M., 1920, University of Wisconsin; Ph.D., 1930, Teachers College, Columbia University; at present Specialist in Negro Education, U. S. Office of Education 360.00

Coggs, Pauline R., Lecturer in Social Work
A.B., University of Chicago; M.A., 1936, University of Pittsburgh; Executive Secretary of the Washington Urban League; formerly held executive positions with the Chicago Relief Administration, Chicago Urban League and National Youth Administration 230.00

Curtis, William C., Instructor in Chemistry
B.S. Howard University, 1931; M.S., 1934, Howard University; graduate work at the University of Wisconsin; at present teacher of chemistry in Washington Public Schools ..... $ 200.00

Davis, Stephen S., Instructor in Mechanical Engineering, B.S., 1936, Howard University; at present employed in the U. S. Bureau of Standards 200.00

Dunham, Warren H., Lecturer in Sociology
Ph.D., University of Chicago; Assistant Professor of Sociology at Wayne University; at present on leave of absence from Wayne as consultant in Federal Government 230.00

Feinstein, Hyman I., Instructor in Chemistry
A.B., 1930, University of Michigan; M.A., 1932, Columbia University; assistant in chemistry, 1930-36, Long Island University; 1936-40, National Bureau of Standards as a Junior Analytical Chemist; 1941, Assistant Chemist, National Bureau of Standards.. 200.00

Hamburger, Ludwig, Lecturer in Economics
Educated in the Universities of Freiburg, Marburg, and Berlin; teacher of Labor Legislature and Labor Problems in the University of Geneva, Switzerland; research staff, Brookings Institute, July 1940-December 1941; assistant professor of economics, University of Denver, first half of 1942; Board of Economic Welfare, first half of 1943; at present member of staff of Brookings Institution 360.00

Hawkins, Grayce, Instructor in Piano
Mus.B., 1933, Howard University; part-time member of the regular Music school faculty 200.00

Holland, Gwendolyn D., Instructor in Mathematics; B.S., 1936, M.S., 1938, Howard University; teacher of mathematics in the Washington Public Schools, 1939 to present; member of Committee for the Revision of Course of Study of Mathematics for District of Columbia, 1942; substituted for Dr. Cox, Howard University, during the summer sessions 200.00

Hoye, Clara L., Lecturer in Social Work
A.B., Lynchburg College, 1928; M.D., University of Virginia; at present, Senior Medical Officer of the Staff of St. Elizabeth Hospital 300.00

Kegan, Lawrence, Instructor in Economics
M.A., Columbia University; graduate work at Columbia University; formerly technical consultant with the Office of Price Administration, 1941; research secretary for the Combined Copper Committee of the War Production Board, 1942; at present executive assistant to the Operations Vice Chairman of the War Production Board 200.00

Knox, Clinton Everett, Professor of History
A.B., Williams College; A.M., Brown University; Ph.D., Harvard University; formerly head of the Department of History at Morgan College; now on leave of absence with Office of Strategic Services 360.00

Lawson, Victor, Instructor in English
B.A., 1938, M.A., 1939, Howard University; formerly Instructor in English, Virginia Union; at present consultant in the Federal Government ..... $ 200.00

Lewis, Hylan, Lecturer in Social Sciences
B.A., Virginia Union University, 1932; M.A., 1936, University of Chicago; formerly instructor in sociology at Howard University; and professor in charge of Social Science Survey at Talladega College; at present employed with the Office of War Information .. 230.00

Long, Howard Hale, Lecturer in Education
Second Assistant Superintendent of Schools in Charge of Research and Chairman of the Board of Examiners Divisions X-XIII 360.00

Martz, Helen, Lecturer in Social Work
B.A., University of Pennsylvania; MSW, Pennsylvania School of Social Work; graduate study at Bryn Mawr College 230.00

Mayle, Bessie, Instructor in Voice
A.B., 1931, Spelman College; M.A., 1932, Boston University 320.00

Mayo, Catherine G., Lecturer in Romance Languages
A.B., Smith College; M.S., Columbia University; study at University of Paris; Head of Foreign Languages Department for ten years at Virginia State College; instructor in Washington Public Schools since 1935 ..... 230.00

McAllister, Dorothy M., Instructor in English
B.S., 1926, University of Southern California; B.S., Library Science, 1933, Columbia University; M.A., 1935, Adult Education, Columbia University; Instructor in English, 1927-30, Southern University; 1931-37, Assistant Librarian, Howard University Library; at present Supervisor, Circulation Department, Howard University Library 200.00

McDowell, Sophia Fagin, Lecturer in Sociology
A.B., 1936, A.M., 1939, University of Chicago 230.00

Miles, Theodore G., Instructor in Classics
A.B., New York University, 1928; M.A., 1930, New York University; graduate work at Columbia University and Catholic University; formerly instructor in Latin at Morehouse College, 1931-32; teacher in the Washington Public Schools since 1933 ..... 200.00

Murphy, Marion M., Instructor in English
A.B., 1927, Virginia State College; M.A., 1934, Columbia University; Instructor in English, Halifax, Virginia, 1932-34; Instructor in English, Clinton, North Carolina, 1927-32; formerly Instructor in English, Virginia State Teachers College 200.00

Oldham, M. Brent, Lecturer in Commerce and Finance
B.S., Howard University; M.B.A., New York University; formerly Instructor in Commerce and Finance, Lincoln University, Missouri, at present Price Executive, Office of Price Administration 230.00

Pitts, Ella Johnson, Instructor in English
A.B., 1943, M.A., 1944, Howard University .....$ 200.00

Preveden, Francis, Lecturer in Russian
Ph.D., University of Chicago, 1927; 1927-33, Instructor at DePaul University in Chicago; 1930, University of Chicago; 1927-32, Research Assistant; 1933-34, College of St. Scholastica, Duluth, Minnesota; 1938-41, Duquesne University; 1941-42, College of New Rochelle; 1942 to present George Washington University; the Graduate School of the U. S. Department of Agriculture, 1943-44 ..... 360.00

Reeves, Elizabeth W., Instructor in English
A.B., M.A., Howard University; graduate study at Catholic University 200.00

Reid, Irene Miller, Lecturer in Mathematics
A.B., 1921; A.M., 1922, Howard University; graduate student, Catholic University of America; instructor in mathematics, Howard University Evening School, 1943-44; at present member of Minor Teachers College Staff 230.00

Robinson, Carl, Lecturer in Piano
Mus.B., Northwestern University; at present employed by the Federal Government 230.00

Skinner, F. Mydell, Instructor in Organ and Piano
Mus.B., Howard University, 1942 ..... 280.00
(calculated at 80%)

Sterling, Anne D., Instructor in Romance Languages
A.B., Shaw University; A.M., Atlanta University; graduate work at University of Paris 200.00

Townes, Charles H., Lecturer in Physical Science
B.S., 1935, Virginia State College; M.S.,Pennsylvania State College, 1938; Ph.D., 1942, Pennsylvania State College; Instructor in Physics, Virginia State College, 1936; 1941, Research Assistant for U. S. Navy; 1941, research for Hamilton Watch Company 230.00

Ware, Caroline, Lecturer in History
A.B., 1920, Vassar College; A.M., 1924, Ph.D., 1925, Radcliffe College 360.00

Webb, Alicia, Instructor in Spanish
A.B., Howard University; Instructor in Howard University Summer School, 1944; native Puerto Rican 200.00

Wilkins, L. Georgine, Lecturer in English
B.S., 1911, New York State College for Teachers; M.A., 1930, New York State College for Teachers; graduate study at Catholic University and Middleberry College; taught at Coppin Normal School, Baltimore, Maryland; teacher at Miner Teachers College for nineteen years 230.00

Williams, Blanche K., Instructor in Shorthand and Typing
A.B., 1935, Howard University; M.A., 1938, Columbia University; teacher in the Washington Public Schools; formerly secretary to the Dean of the College of Pharmacy, Howard University .....$ 300.00

Woodruff, Caroline, Instructor in Biological Science.
B.S.,1931, M.S., 1932; teacher of biology at Barber-Scotia College, 1932-43; spent summer at Cancer Research Laboratory, Bar Harbor, Maine, 1930-37; taught ASTP geography, 1943-44 at Howard University; teaching assistant, Department of Botany, Howard University, April 1944 to June 1944 ..... 200.00

C. PUBLIC EXTENSION PROGRAM

HONORARIA

Cobb, William Montague, Professor of Anatomy
Ten Lectures 100.00

Jones, Lois M., Instructor in Design
Ten Lectures 100.00

Keene, J. Calvin, Assistant Professor of Religion
Ten Lectures 100.00

Lawson, Warner, Dean, School of Music
Ten Lectures (Because of his position as Dean, Mr. Lawson receives no honorarium for his lectures in Church Music and Conducting)

Mitchell, Lillian, Assistant Professor of Music
Ten Lectures 100.00

Sewell, Louise T., Instructor in Home Economics
Ten Lectures 100.00

Wormley, Margaret J., Instructor in English
Ten Lectures 100.00

Wormley, Stanton L., Assistant Professor of German
Ten Lectures 100.00

G. GENERAL

Mayo, William H., Dispensing Clerk for Chemistry Department. . . . 100.00

Upon motion, this recommendation was approved.

SCHOOL OF ENGINEERING AND ARCHITECTURE:

The President presented the following recommendations from the Dean of the School of Engineering and Architecture:

17. That Mrs. Ada D. Chapman, A.B., Howard University, 1939, be appointed

part-time Assistant, Engineering Library, at a salary of $20.00 per month or $180.00 for a period of nine (9) months, for such library services as may be required from 8:00 A.M. to 12:00 Noon, and from 1:00 P.M. to 5:00 P.M. Mondays through Fridays and 8:00 A.M. to 1:00 P.M. on Saturdays, services to begin November 1, 1944 and to automatically terminate July 31, 1945.

The previous appointment read:

That Mrs. Ada D. Chapman, A.B., Howard University, 1939, be appointed part-time Assistant, Engineering Library, at a salary of $20.00 per month or $220.00 for a period of eleven (11) months, for such library services as may be required from 8:00 A.M. to 12:00 Noon and from 1:00 P.M. to 5:00 P.M. Mondays through Fridays and 8:00 A.M. to 1:00 P.M. on Saturdays, services to begin November 1, 1943 and to automatically terminate on or before October 1, 1944.

Upon motion, this recommendation was approved.

18. That the teaching, course assistants, and other service personnel salaries and wages for conducting the Engineering, Science, and Management War Training Program as listed below be approved, subject to change or discontinuance at any time at the direction of the U. S. Office of Education and/or Howard University and subject to the limit of the approved salary budget for the respective ESMWT courses. No part of the ESMWT budget is to be available for obligation longer than the active length of the course or program or for a period longer than sixty days after the cessation of hostilities in the present war.

<u>ELECTRIC POWER MACHINERY AND EQUIPMENT</u> - Code 3003 - 18 Wks. (270 hrs.)
Course started Monday, October 9, 1944

Lee J. Purnell (Supervision and Instruction) ..... $ 50.00
Lee J. Purnell (Instructor) 800.00
Bryant G. Harris (Laboratory Instructor) 209.00
Arthur D. Jewell (Laboratory Instructor) 157.00

<u>ELEMENTARY ELECTRICAL CIRCUITS AND MACHINERY</u> - Code 3004 - 18 Wks. (216 hrs.)
Course started Monday, October 9, 1944

Lee J. Purnell (Supervision and Reports) 50.00
William H. Payne, Jr. (Lecture and Instructor) 375.00
Bryant G. Harris (Laboratory Instructor) 250.00

<u>ENGINEERING ELECTRONICS</u> - Code 3005 - 12 Weeks (108 hours)
Course started Monday, October 9, 1944

Lee J. Purnell (Supervision and Reports) 30.00
E. Allan Smith (Lecture and Laboratory Instructor) 396.00

QUALIFYING MATHEMATICS FOR ENGINEERING COURSES - Code 3006 - 8 Weeks
Course started Monday, October 9, 1944 (48 hours)

James S. Braxton (Instructor) 192.00

Upon motion, this recommendation was approved.

SCHOOL OF MUSIC:

The President presented the following recommendations from the Dean of the School of Music:

19. That Mr. Felix F. Weir, 2549 Eleventh Street, N. W., Washington, D. C., Chicago Musical College, 1904, be appointed Part-time Instructor of Violin at a salary of $100 per quarter for the period beginning October 1, 1944, automatically expiring December 31, 1944.

Upon motion, this recommendation was approved.

20. That the sum of $200 be immediately appropriated for the purchase of vestments for the University Choir.

Upon motion, this recommendation was approved.

21. That the following members of the Faculty of the School of Music be given salary increases, effective September 1, 1944, according to the amounts opposite their names. This money will be taken from the balance of funds left by division of the full professor's salary of Roy W. Tibbs:

Faculty Member	Rank	Present Salary	Requested Increase	Total After Increase
R. Louise Burge	Instructor	$1,700.00	$ 100.00	$ 1,800.00
Charles Cecil Cohen	Asst. Professor	2,500.00	100.00	2,600.00
Francesca A. Dixon	Instructor	1,500.00	300.00	1,800.00
Carolyn V. Grant	Asst. Professor	2,300.00	100.00	2,400.00
Hazel L. Harrison	Instructor	2,000.00	200.00	2,200.00
Thomas H. Kerr, Jr.	Instructor	2,100.00	100.00	2,200.00
Lillian A. Mitchell	Asst. Professor	2,300.00	100.00	2,400.00

Upon motion, this recommendation was approved.

COLLEGE OF MEDICINE:

The President presented the following recommendations from the Dean of the College of Medicine:

22. That Recommendation No. 228, authorized on October 30, 1944, which reads as follows:

"That Dr. Henry C. Everett, M.D., University of Michigan, be appointed Assistant Resident in the Department of Surgery, full-time, at a salary at the rate of $130.00 per annum, subject to any and all reductions, beginning October 1, 1944, and expiring automatically June 30, 1945, this appointment to be subject to provisions for the supplying of quarters, subsistence, and laundry by the Freedmen's Hospital"

be modified to read as follows:

That Dr. Henry C. Everett, M.D., University of Michigan, be appointed Assistant Resident in the Department of Surgery, full-time, at a salary at the rate of $250 per annum, subject to any and all reductions, beginning October 1, 1944 and expiring automatically on December 31, 1944, and at a salary at the rate of $130 per annum, subject to any and all reductions, for the period January 1,

1945 to June 30, 1945; this appointment to be subject to provisions for the supplying of quarters, subsistence and laundry by the Freedmen's Hospital.

Upon motion, this recommendation was approved.

23. That Dr. George W. Adams, Jr., 627 Kenyon Street, N. W., be appointed temporary assistant serologist, Freedmen's Hospital (vice Miss Eleanor Maxwell, resigned), at a salary at the rate of $1,800 per annum, subject to any and all reductions, beginning November 14, 1944, and expiring automatically on December 22, 1944, compensation to be computed on a basis of twelve months to the year. (This salary to be paid from funds made available on transfer basis from Freedmen's Hospital.)

Upon motion, this recommendation was approved.

24. That Miss Johnnay B. Walker be appointed Medical Technician in the Freedmen's Hospital Annex, Division of Service and Supplies, full-time, at a salary at the rate of $1,800 per annum, subject to any and all future reductions, beginning November 1, 1944 and expiring automatically June 30, 1945, with the understanding that -

Compensation is to be computed on a basis of twelve months to the year;

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

(Approval of this recommendation will terminate automatically Miss Walker's appointment as diener in the Department of Surgery)

Upon motion, this recommendation was approved.

25. That Mrs. Virginia C. Davison, 5357 Blaine Street, N. E., Washington, D. C., be appointed X-Ray Technician, Division of Service and Supplies, full-time, at a salary at the rate of $1,800 per annum, subject to any and all reductions, beginning November 14, 1944, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

26. That the basic salary of Dr. W. Montague Cobb, Professor of Anatomy, be increased from $4,000.00 per annum to $4,500.00 per annum (representing an increase of $500), subject to any and all future reductions, beginning as of July 1, 1944.

Upon motion, this recommendation was approved.

27. That the basic salary of Dr. H. Wharton Young, Associate Professor of Anatomy, be increased from $3,700.00 per annum to $4,100.00 per annum (representing an increase of $400), subject to any and all future reductions, beginning as of July 1, 1944.

Upon motion, this recommendation was approved.

28. That the present contract of Dr. Clarence S. Greene, 1934 Vernon Street, N. W., whose appointment as Instructor in Surgery, full-time, expires June 30, 1944, be reappointed Instructor in Surgery, full-time, for one year, at a salary of $2,300 per annum, subject to any and all future reductions, beginningJuly 1, 1944, and expiring automatically June 30, 1945, with the understanding that -

1. The appointee shall be available for duty for eleven months of the year during the period of this appointment, and

2. During the period of this appointment, the appointee shall not engage in the practice of medicine,"

be modified to read as follows:

That Dr. Clarence S. Greene, 1934 Vernon St., N.W., whose appointment as Instructor in Surgery, full-time, expires June 30, 1945, be promoted in rank to Assistant Professor of Surgery, full-time, for a period of two years, at a salary of $3,000.00 per annum (representing an increase of $700 over his current salary of $2,300), subject to any and all future reductions, beginning as of July 1, 1944, and expiring automatically on June 30, 1946, with the understanding that -

1. The appointee shall be available for duty for eleven months of the year during the period of this appointment;

2. During the period of this appointment, the appointee shall not engage in the practice of medicine, but that

3. For the fiscal year 1944-45, the appointee shall be given the privilege of having an outside office practice in the evenings after the completion of the regular University day during which periods he may serve private patients in his specialty, and further, that

4. He may continue to engage in consultative practice in the hospital, subject to the prevailing regulations applicable thereto.

Upon motion, this recommendation was approved.

29. That the basic salary of Dr. Riley F. Thomas, Assistant Professor of Internal Medicine, be increased from $3,300.00 per annum to $3,600.00 per annum (representing an increase of $300), subject to any and all future reductions, beginning as of July 1, 1944.

Upon motion, this recommendation was approved.

30. That the basic salary of Dr. Calvin D. LeCompte, Assistant Professor of Anesthesia, Department of Surgery, be increased from $2,600.00 per annum to $3,000.00 per annum (representing an increase of $400), subject to any and all future reductions, beginning as of July 1, 1944.

Upon motion, this recommendation was approved.

31. That the basic salary of Mrs. Pearl W. Burton, Secretary-Clerk, Division of Service and Supplies, be increased from $1,440.00 per annum to

$1,620.00 per annum (representing an increase of $180.00), subject to any and all future reductions, beginning as of July 1, 1944.

Upon motion, this recommendation was approved.

32. That the salary of Miss Ursula O. Tomas, Stenographer-Clerk, Administration, be increased from $1,260.00 per annum to $1,440.00 per annum (representing an increase of $180.00), subject to any and all future reductions, beginning as of July 1, 1944.

Upon motion, this recommendation was approved.

33. That the salary of Mrs. Anne C. Brazil, Stenographer-Clerk, Department of Medicine, be increased from $1,200.00 per annum to $1,440.00 per annum (representing an increase of $240.00), subject to any and all reductions, beginning as of July 1, 1944.

Upon motion, this recommendation was approved.

34. That the basic salary of Mrs. Hazel K. Anderson, Technician, Department of Pathology, be increased from $1,200.00 per annum to $1,620.00 per annum (representing an increase of $420.00), subject to any and all future reductions, beginning as of July 1, 1944.

Upon motion, this recommendation was approved.

35. That the basic salary of Dr. Ruth E. Moore, Assistant Professor of Bacteriology, be increased from $2,900.00 per annum to $3,300.00 per annum (representing an increase of $400.00), subject to any and all future reductions, beginning as of July 1, 1944.

Upon motion, this recommendation was approved.

36. That the present contract of Dr. Burke Syphax, Instructor in Surgery, which reads as follows:

> "That Dr. Burke Syphax, whose appointment as Instructor in Surgery, full-time, expires June 30, 1944, be reappointed Instructor in Surgery, full-time, for two years, at a salary of $3,000 per annum, subject to any and all future reductions, beginning July 1, 1944, and expiring automatically June 30, 1946, with the understanding that -
>
> "1. The appointee shall be available for duty for eleven months of each year of the appointment, and
>
> "2. During the period of this appointment, the appointee shall not engage in the practice of medicine,"

be modified to read as follows:

> That Dr. Burke Syphax, whose appointment as Instructor in Surgery expires June 30, 1946, be promoted in rank to Assistant Professor of Surgery, full-time, for a period of two years, at a salary of $3,000 per annum, subject to any and all future reductions, be-

ginning as of July 1, 1944, and expiring automatically on June 30, 1946, with the understanding that -

1. The appointee shall be available for duty for eleven months of each year of this appointment.

2. During the period of this appointment, the appointee shall not engage in the practice of medicine, but that

3. For the fiscal year 1944-45, the appointee shall be given the privilege of having an outside office practice in the evenings after the completion of the regular University day during which periods he may serve private patients in his specialty, and further, that

4. He may continue to engage in consultative practice in the hospital subject to the prevailing regulations applicable thereto.

Upon motion, this recommendation was approved.

37. That the present contract of Dr. Thomas C. Simmons, Assistant Professor of Obstetrics and Gynecology, which reads as follows:

"That Dr. Thomas C. Simmons, 1924 17th St., N.W., whose appointment as Assistant Professor of Obstetrics and Gynecology, full-time, expires June 30, 1944, be reappointed Assistant Professor of Obstetrics and Gynecology, full-time, for three years (in accordance with University regulations), at a salary of $3,300 per annum, subject to any and all future reductions, with the understanding that -

"1. The appointee shall be available for duty for eleven months during each year;

"2. During the period of this appointment, the appointee shall not engage in the practice of medicine, and

"3. This appointment shall expire automatically on June 30, 1947,"

be modified to read as follows:

That Dr. Thomas C. Simmons, 1924 17th Street, N. W., be reappointed Assistant Professor of Obstetrics and Gynecology, full-time, for three years (in accordance with University regulations), at a salary of $3,300 per annum, subject to any and all future reductions, with the understanding that -

1. The appointment shall begin as of July 1, 1944, and expire automatically June 30, 1947;

2. The appointee shall be available for duty for eleven months during each year of this appointment;

3. During the period of this appointment, the appointee shall not engage in the practice of medicine, but that

4. For the fiscal year 1944-45, the appointee shall be given the privilege of having an outside office practice in the evenings after the completion of the regular University day during which periods he may serve private patients in his specialty, and further, that

5. He may continue to engage in consultative practice in the hospital subject to the prevailing regulations applicable thereto.

Upon motion, this recommendation was approved.

38. That the present contract of Dr. Roland B. Scott, Assistant Professor of Pediatrics, which reads as follows:

"That Dr. Roland Boyd Scott, 1118 Girard Street, Northwest, Washington, D. C., be reappointed Assistant Professor of Pediatrics, full-time, for four years, at a salary of $3,200.00 per year, with the understanding that -

"1. The appointee shall be available for duty for eleven months during the year;

"2. The appointee shall not engage in the private practice of medicine during the period of this appointment;

"3. This appointment shall expire automatically on June 30, 1945;

be modified to read as follows:

That Dr. Roland Boyd Scott, 1118 Girard Street, N. W., be reappointed Assistant Professor of Pediatrics, full-time, for four years, at a salary of $3,200.00 per year, with the understanding that -

1. The appointee shall be available for duty for eleven months during the year;

2. This appointment shall expire automatically on June 30, 1945.

3. The appointee shall not engage in the private practice of medicine during the period of this appointment, but that

4. For the fiscal year 1944-45, the appointee shall be given the privilege of having an outside office practice in the evenings after the completion of the regular University day during which period he may serve private patients in his specialty, and further, that

5. He may continue to engage in consultative practice in the hospital subject to the prevailing regulations applicable thereto.

Upon motion, this recommendation was approved.

SALARY SCALE FOR TEACHERS ENGAGED IN SPECIAL PROGRAM
(Continuation of Paragraph 39)

Teacher	Qt. Hours	Basic Salary	Overtime	Fraction in this program	Compensation in this program
Victor J. Tulane	5	$2,300	$ 69.34	$\frac{5}{15} \times \frac{1}{3}$	$ 263.25
William A. DaCosta	4	1,500	225.00	$\frac{4}{15} \times \frac{1}{3}$	153.33
R. Percy Barnes	5	3,700	435.00	$\frac{5}{15} \times \frac{1}{3}$	411.11 *
Gladys Pinkney	4	1,500	225.00	$\frac{46}{15} \times \frac{1}{3}$	153.33
L. Shereshefsky	3	4,000	435.00	$\frac{3}{15} \times \frac{1}{3}$	266.66 *
Robert Sinha	3	2,500	60.00	$\frac{3}{15} \times \frac{1}{3}$	170.66
Frank Coleman	5	3,400	435.00	$\frac{5}{15} \times \frac{1}{3}$	377.78 *
Herman Branson	5	3,000	435.00	$\frac{5}{15} \times \frac{1}{3}$	333.33 *
Lillian W. Jordan	3	2,300	205.00	$\frac{3}{15} \times \frac{1}{3}$	170.33
Stanton L. Wormley	3	3,000	435.00	$\frac{3}{15} \times \frac{1}{3}$	200.00
				Total	$2,499.78

* No overtime is included for basic salaries over $2,900.

Note: The credit balance, computed as tuition fees less instructional salaries, is approximately $1,500 for the Summer and Fall.

39. (1) That the pay schedule for teachers as submitted by Dr. Herman Branson, Chairman, Liaison Committee of Medical, Dental and Liberal Arts Colleges, be approved; and

(2) That payment accordingly be made as recommended by Dr. Branson in three installments as follows: as of November 7, December 7, and December 22, 1944.

Upon motion, this recommendation was approved.

FOUNDERS LIBRARY:

The President presented the following recommendations from the University Librarian:

40. That the resignation of Naomi J. Rushing, Catalog Librarian and Supervisor, 605 Gresham Place, N. W., be accepted, effective with the completion of annual leave at the end of the day, November 23, 1944.

Upon motion, this recommendation was approved.

41. That Mavis W. Davis, now employed under the following appointment approved by the Executive Committee of the Board of Trustees at its meeting held October 23, 1944:

"That mavis W. Davis, 211 T Street, N.W., A.B. 1937, Hunter College, be appointed Circulation Assistant for one-half time at an annual basic salary of $720, beginning October 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions",

be appointed Circulation Assistant on a full-time basis at an annual salary rate of $1,440, beginning November 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

42. That Fannie M. Williams, 1927 Thirteenth Street, N. W., Library Assistant on a one year term, be granted a maternity leave of absence, without pay, for the six months' period, beginning January 1, 1945 and automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

43. That J. Maurice Thomas, 1530 Fifteenth Street, N. W., now serving on a four year term as Catalog Librarian at an annual salary of $1,700, be appointed Catalog Librarian and Supervisor at an annual salary of $1,800, beginning November 24, 1944 and automatically expiring June 30, 1946, subject to any and all reductions.

Upon motion, this recommendation was approved.

44. That Delores W. Powell, 3210 Warder Street, N. W., A.B., 1939, Howard University, be appointed Library Assistant at an annual salary rate of $1,440, beginning December 4, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

DEAN OF MEN:

The President presented the following recommendations from the Dean of Men:

45. That the students employed as office assistants in the office of Cook Hall receive as compensation for the collegiate year of 1944-45 not less than $25 per month in actual monetary cash value, and that the student be allowed to use this actual monetary cash value in the following ways: (1) to apply to his room rent; (2) to apply to his tuition; (3) to apply in purchasing meal tickets at the University cafeteria on an actual cash basis.

This recommendation was not approved.

46. That the Dean of Men be given permission to appoint at least one additional person to begin work immediately as an office assistant in Cook Hall so that the office may be covered for a longer period than at present.

Upon motion, this recommendation was approved, the compensation to be $25.00 in meal tickets, making a net charge to the Dean of Men's budget of $22.50.

OFFICE OF THE REGISTRAR:

The President presented the following recommendations from the Registrar of the University:

47. That Mrs. Amy J. Atkinson be promoted in rank from Secretary to the Registrar at a basic yearly salary of $1,800.00 to that of Assistant to the Registrar at a basic yearly salary of $2,000.00, subject to any and all reductions, beginning July 1, 1944 and automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

48. That Mrs. Yvonne Risher, now employed in the office of the Registrar as clerk under the Engineering, Science and Management War Training Program, at a yearly salary of $1,200.00, be removed from that position as of October 31, 1944; and that beginning November 1, 1944, she be appointed to the vacancy of stenographer-clerk now existing in this office, at a basic annual salary of $1,440.00, subject to any and all reductions. This appointment is under the Army Specialized Training Reserve Program and is for the length of the program, not to exceed, however, June 30, 1945.

Upon motion, this recommendation was approved.

49. That the resignation of Miss Mavis L. Wade as stenographer-clerk in the office of the Registrar at a basic annual salary of $1,440.00 be accepted, the same to take effect as of the close of the day, October 10, the last day of actual service.

Upon motion, this recommendation was approved.

50. That a sufficient sum each quarter be set aside in the budget of the Evening School to pay for clerical services rendered by the staff of the Registrar's Office for registration of the Evening Classes beginning with the Autumn Quarter 1944.

This recommendation was not approved.

51. (a) That Miss Irma D. Foster, 2211 Flagler Place, N. W., Washington, D. C., appointed as stenographer-clerk under the Army Specialized Training Program on July 1, 1944, be removed from that position as of November 1, 1944. The basic salary for that position is $1,440.00.

(b) That Miss Irma D. Foster be appointed to fill the vacancy created by the resignation of Miss Mavis Wade, as a stenographer-clerk, on the regular payroll of the University, at a basic salary of $1,440.00 per year, subject to any and all reductions, beginning November 1, 1944 and automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

OFFICE OF THE SECRETARY:

The President presented the following recommendation from the Secretary of the University:

52. That Miss Leota A. Lyons, File Clerk-Stenographer, be granted an increase in salary from $1,440 per annum to $1,620 per annum, effective July 1, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

OFFICE OF THE TREASURER:

The President presented the following recommendations from the Treasurer of the University:

53. That contract be authorized with Moore-Cottrell Subscription Agency, North Cohocton, New York, for furnishing 259 subscription renewals in accordance with the prices in Bid No. 18, Reference Li 37, opened September 18, 1944, in the total sum of $1,080.10.

Payment of the contract will be made from the Appropriation for 1945 Expenses and will be charged to the budget of the Library for periodicals.

Upon motion, this recommendation was approved.

54. That contract be authorized with Washington College Press, Flower & Maple Avenues, Takoma Park, Maryland, for printing and furnishing three issues of Howard University News Bulletin at the cost of $600.00 base bid per issue or limit sum of $1,800.00, for three issues.

Contract will be paid out of Appropriation for Expenses 1945, and will be charged to AS 06 Secretary's Office.

Upon motion, this recommendation was approved.

55. That contract be authorized with Grand Union & Equipment Company, 1907 Fourteenth Street, N. W., Washington, D. C., local representative for furnishing 75 wardrobes at $16.50 each, total .....$ 1,237.50
Transportation Charges 100.00
Total . . . . . .$ 1,337.50

Payment of the contract will be made from University Funds and charged to

these dormitories for which distribution of the wardrobes will be made, namely: Frazier Hall 44, Clark Hall 25, Miner Hall 6.

Upon motion, this recommendation was approved.

56. That Mr. Fred Perry, 134 Seaton Place, N.W., be appointed part-time janitor in the Cook Hall Dining Hall, as of October 16, 1944, at the rate of $42.50 per month, including overtime, with board at the rate of $25.00 per month, this appointment subject to any and all reductions, and automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

57. That the services of Mr. George Brandon, part-time janitor in the Cook Hall Dining Hall be terminated as of October 15, 1944, with salary paid to that time.

Upon motion, this recommendation was approved.

58. That Mr. Philbert Gonsalves, a student, be appointed part-time janitor in the Cook Hall Dining Hall, as of October 23, 1944, at a salary of $42.50 per month, including overtime, with board at the rate of $25.00 per month, appointment subject to any and all reductions and automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

59. That the services of Miss Augusta Ray, dishwasher in the University cafeteria, be terminated as of October 24, 1944, with salary paid to that date.

Upon motion, this recommendation was approved.

60. That the services of Miss Florine Norville, utility woman in the University dining hall, be terminated as of November 11, 1944, with salary paid to that date.

Upon motion, this recommendation was approved.

61. That the services of Samuel Bolden, pot washer in the University cafeteria, be terminated as of October 7, with salary paid to that date.

Upon motion, this recommendation was approved.

62. That the services of Mrs. Eliza Ross, cook in the University Cafeteria, be terminated as of October 22, 1944, with salary paid to that date.

Upon motion, this recommendation was approved.

63. That the services of Mr. Warner Berry, chef in the University dining hall, be terminated as of November 11, 1944, with salary paid to that date.

Upon motion, this recommendation was approved.

64. That Mrs. Nannie Linton, 402 V Street, N. W., be appointed dishwasher in the University Cafeteria, as of November 1, 1944, at the salary of $60.00 per month plus overtime in cash with board at the rate of $25.00 per month, appointment to automatically expire June 30, 1945, and subject to any and all reductions.

Upon motion, this recommendation was approved.

65. That Miss Edith Russell, 720 S Street, N. W., be appointed dishwasher in the University Cafeteria, as of November 1, 1944, at the basic salary of $60.00 per month, with board at the rate of $25.00 per month, appointment to automatically expire June 30, 1945, and subject to any and all reductions.

Upon motion, this recommendation was approved.

66. That Mr. Jasper Threatt, 1115 Shepherd's Court, N. W., be appointed potwasher in the University cafeteria, as of November 1, 1944, at the base salary of $70.00 per month, with board at the rate of $25.00 per month, appointment to automatically expire June 30, 1945, and subject to any and all reductions.

Upon motion, this recommendation was approved.

67. That Mrs. Ethel Reynolds, 1531 - 10th Street, N. W., be appointed assistant to the dietitian in the University cafeteria, as of September 25, 1944, at a basic salary of $100.00 per month, with board at the rate of $25.00, appointment to automatically expire June 30, 1945, and subject to any and all reductions.

Upon motion, this recommendation was approved.

68. That Mr. Wilfred D. Harris, former postmaster for Howard University, be paid $75.00 on account of vacation leave through the period September 21 to October 21, 1944, with special appropriation to the budget of the Post Office for this purpose.

Upon motion, this recommendation was approved.

69. That Miss Carrie Snowden, telephone operator, be granted leave of absence without pay as of July 1, 1944 to June 1, 1945.

Upon motion, this recommendation was approved.

BUILDINGS AND GROUNDS:

70. That Irving L. Welch, Boiler Operator, Power Plant, at $1,320 per annum, be promoted to Junior Engineer at $1,440.00 per annum, representing a yearly increase of $120.00, beginning November 16, 1944 and automatically terminating June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

71. That George Criswell, Skilled Laborer, Power Plant, at $1,260 per annum,be promoted to Boiler Operator at $1,350, representing a yearly increase of $90.00, beginning November 16, 1944, and automatically terminating June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

72. That James Daniel of 2535 Firth Stirling Street, N. W., be appointed laborer at $90.00 per month, beginning September 27, 1944, and automatically terminating June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

73. That Ira P. Crawley, Jr., of 2009 Second Street, N. W., be appointed Assistant Storekeeper at the rate of $1600 per year, beginning September 26, 1944, and automatically terminating June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

74. That the sum of $1,200.00 be appropriated for the College of Liberal Arts for the purchase of tablet-arm chairs at an approximate cost of $6.00 each.

Upon motion, this recommendation was approved.

75. That Virginia L. Bradshaw of 157 Adams Street, N. W., be appointed Switchboard Operator at a salary of $1,200.00 per year, beginning October 9, 1944 and automatically terminating June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

76. That the services of Ruth G. Anderson, Telephone Operator at $1,320 per annum, be terminated, effective as of October 7, 1944, the last day of her active service, her resignation being accepted.

Upon motion, this recommendation was approved.

77. That Bernadette Bush of 1030 Fairmont Street, N. W., be appointed Telephone Operator on a temporary basis at $1,200 per year, beginning October 9, 1944 and automatically terminating June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

78. That Arthur Henderson of 543 Florida Avenue, N. W., be appointed janitor at $90 a month, beginning October 20, 1944, and automatically terminating October 28, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

79. That the services of Robert Boyd be terminated effective as of October 20, 1944, the last day of his active service. Mr. Boyd was janitor at the Medical School.

Upon motion, this recommendation was approved.

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

MINUTES OF EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON, D. C.
DECEMBER 15, 1944

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MINUTES OF
EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON, D. C.
DECEMBER 15, 1944

A meeting of the Executive Committee of the Board of Trustees of Howard University was held in the Founders Library, University Campus, December 15, 1944, at 10:00 A. M.

Present:

Dr. George W. Coleman, Chairman
Mr. W. Justin Carter
Mr. Lorimer D. Milton

Dr. Mordecai W. Johnson, President of the University
Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Excuses were rendered for Mr. Deyber and Dr. Spaulding, and a letter was read from Dr. Young, chairman of the board, regretting that he could not be present.

Prayer by Mr. Carter.

1. Upon motion, it was voted that, if there is a further division of the United Negro College Fund from the drive of last year, $1,000 of Howard University's share be applied to research toward the cost of the joint research project entitled "A Study of Economic and Social Problems of Negroes," sponsored by the Land Grant colleges, to be located at Howard University under the direction of Dr. E. Franklin Frazier.

2. Upon motion, it was voted that the University appropriate $100.00 to the National Council of Scientific, Professional, Art and White Collar organizations.

PRESIDENT'S MATTERS

GRADUATE SCHOOL

The President presented the following recommendations from the Dean of the Graduate School:

3. That Miss Dorothea Sullivan, B.A., Trinity College, 1926, M.A., Columbia University, 1930, be reappointed Special Lecturer in Group Organization and Leadership in the Division of Social Work for the Winter Quarter, 1944-1945, at a basic salary of $250.00 for the quarter; this re-appointment to begin January 4, 1945 and to terminate automatically March 22, 1945, subject to any and all deductions.

Upon motion, this recommendation was approved.

4. That Dr. Edward Langston Davis, (4932 Just Street, N. E., University physician in the Health Service, Howard University), be appointed Special Lecturer in Medical Information in the Division of Social Work for the Winter Quarter, 1944-1945, beginning January 4, 1945 and terminating automatically March 22, 1945, at a salary of $200.00 for the quarter, subject to any and all deductions.

Upon motion, this recommendation was approved.

COLLEGE OF LIBERAL ARTS:

The President presented the following recommendations from the Dean of the College of Liberal Arts:

5. That the appointment of Edgar Williams, senior in the College of Liberal Arts, as student assistant in the Department of Mathematics, from October 15, 1944 to May 30, 1945, at a salary of $25.00 per month, be terminated as of the close of the day, October 31, 1944.

Upon motion, this recommendation was approved.

6. That Hilda Lucy, student in the College of Liberal Arts, be appointed student assistant in the Department of Mathematics, at a salary of $25.00 per month; this appointment to begin as of November 1, 1944, and to terminate May 30, 1945.

Upon motion, this recommendation was approved.

7. That Fred C. Hipp, S.B., West Virginia State College; A.M., Cornell University, be appointed part-time (1/3) Assistant Professor of Physics for the Autumn Quarter, 1944, at a salary of $255.55 for the period (i.e. a basic salary of $2,300.00); this appointment to terminate December 23, 1944.

Upon motion, this recommendation was approved.

8. That Mrs. Vivienne Sparks, now part-time clerk in the Department of Physical Education for Men, be employed full-time from October 15, 1944 and automatically expiring December 15, 1944, at a basic annual salary rate of $1,080.00 during the said period subject to any and all deductions; at the end of this period the appointee to revert to a part-time status in accordance with the terms of her original appointment for the current year.

Upon motion, this recommendation was approved.

9. That the salary of Datie Mae Bridgeforth, part-time Clerk in the Department of Sociology, be changed from $50.00 a month to $55.00 a month, such change to be retroactive to October 1, 1944, the period of her appointment.

Upon motion, this recommendation was approved.

10. That, to the current budget for Administration in the College of Liberal Arts, there be transferred from other items in the budget of the College of Liberal Arts the sum of $660.00.

Upon motion, this recommendation was approved.

11. That Esther Juliet Dyson, A.B., West Virginia State College; A.M. in Physical Education, University of Michigan, be appointed Instructor in Physical Education for Women for the Winter and Spring Quarters of the current academic year, beginning December 23, 1944 and automatically expiring June 30, 1945, at a basic annual salary rate of $1,800.00 per annum, subject to any and all reductions.

Upon motion, this recommendation was approved.

12. That Grace Hammond, now part-time (2/3) Teaching Assistant in Physical Education for Women, be appointed full-time for the Winter and Spring Quarters of the current academic year, beginning December 23, 1944 and automatically expiring June 30, 1945, at a basic annual salary rate of $1,500.00, subject to any and all reductions.

Upon motion, this recommendation was approved.

13. That Merze Tate, now Associate Professor (two-thirds) of History, be appointed full-time Associate Professor of History for the Winter and Spring Quarters of the current academic year, beginning December 23, 1944 and automatically expiring June 30, 1945, at a basic annual salary rate of $3,000.00, subject to any and all reductions.

Upon motion, this recommendation was approved.

14. That the candidates named below, having fulfilled all the requirements for graduation from the College of Liberal Arts, including the payment of fees, be recommended to the Board of Trustees to receive the degree indicated opposite their names as of the close of the term indicated of the 1944 Summer School:

Candidate	Degree	Term
Herriford, Ethel Virginia	S. B. in Home Economics	Second
Jones, Angela Louise	S. B. in Psychology	First
Moss, Andrew Thomas	A. B. in Political Science	Second

Upon motion, this recommendation was approved.

15. That Harold O. Lewis, Instructor in History, be given an extension of his leave of absence for the Winter Quarter, 1944, beginning December 23, 1944 and automatically expiring March 22, 1945, in order to serve as Research Analyst in the Analysis Branch of the Office of Strategic Services.

Upon motion, this recommendation was approved.

16. The following letter from the Head of the Department of Home Economics and memorandum to the President from the Dean of the College of Liberal Arts:

MEMORANDUM

TO: President Mordecai W. Johnson, Howard University
FROM: J. St. Clair Price, Dean of the College of Liberal Arts

USE OF ROOMS IN THE LAW SCHOOL BUILDING BY THE COLLEGE OF LIBERAL ARTS

The expanding physical needs of the College of Liberal Arts have made it

necessary to utilize unused space in the Law School Building, with the consent of the Department of Buildings and Grounds and now subject to the approval of the Administration. This has been done in order to serve the needs of two groups in the College -- the Home Economics Department and the Howard Players. The particular space now in use consists of Rooms 102, 103 and 118, all on the first floor. To this should be added a small unnumbered room formerly used as a classroom by Mr. Ming. The space in process of adaptation is a section of the second floor.

The respective needs of these two groups are set forth on the following pages:

Home Economics

The following letter from Dr. Kittrell, Head of the Department of Home Economics sets forth the case so clearly that it is fully reproduced:

November 29, 1944

Dean J. St. Clair Price
College of Liberal Arts
Howard University

Dear Dean Price:

There are several immediate problems in our Home Economics program that I would like to relate for your consideration. You are acquainted with our long-time goals. Ther are some things that we should do now, if it is at all possible, to make our under-graduate and graduate work more effective. To carry out the suggestions below will not entail expense beyond our present budget for the department and I hope will be in harmony with the general program of the University.

Teaching Space Our department on the third floor of the building is inadequate in space, in its general setting and functional approach in general. However, we can make several adjustments to greatly improve and strengthen our work for the present.

Our one lecture room in the department has a capacity for seating twenty-five students. We have two classes with more than forty students and we have had to crowd them in this lecture room. We would not like to limit enrollment in these classes. It would be difficult to have two sections because of the teaching load of our small staff. We have considered the possibility of meeting in one of the larger lecture rooms in Douglass Hall, but that proved to be inadvisable because most of our material in the way of illustrations and demonstrations is located in the Home Economics Department as such. We are now (since the fire) using Room 118 on the first floor of the Home Economics Building. This is very satisfactory as it will accommodate comfortably fifty-four people.

The Nursery School Since the fire we had to move our Nursery School on the first floor of the building. The third floor is too difficult for the children to reach and leave and has only one entrance. This is undesirable from the safety point-of-view and its general usefulness as a guidance laboratory.

We consider the Nursery School one of the most important units in our Home Economics program. It is the "human material" that the Home Economics majors work with in connection with their work in foods and nutrition, home management, child development and parent education. Students observe the way children learn and de-

velop in relation to adult and physical guidance. The parents of the Nursery School children hold regular conferences with the members of the staff and graduate students participating in the school along various lines - eating behavior, sleeping, play habits, temper tantrums, etc.

Graduate Students We have six full time graduate students this quarter and twelve in the Evening School. There is a need for a room for these students - a place where materials can be placed for their use in the department and where they can work on problems in conference with their instructors. It is difficult to work to the standards we want without provision for these advanced students.

There is at present a great need for graduates with advanced work in Home Economics along various lines. Many requests have come to me since being at Howard for Home Economics graduates with the master's degree. Most of these requests have come from colleges. Southern University, Tennessee State, Florida Normal and Tuskegee have been among the colleges. The field for our graduates is an open one.

General Recommendations

1. That the Nursery School and one room for an office be located on the first floor. That the space now being used for the Nursery School be given over for its use. The reason for this location is that it has a southern exposure and receives sunshine for a greater part of the school day. This location is also close to the children's out-door play space.

2. That Room 118, on the first floor be used for classes in Child Developement and Parent Education and for all those classes in which enrollment is in excess of twenty-five students.

Yours very sincerely,

Flemmie P. Kittrell
Head, Department of Home Economics

Howard Players

At present, this student organization is dispossessed. The space (on third floor of Thirkield Hall) formerly used by it, was released by the English Department to the required Freshman Survey Course in Natural Science. The reason for this was that there was on the campus no other space suitable for the lecture-demonstration needs of a class of this kind and size. In making this concession, though, the English Department confidently expected (in fact was actually promised) that suitable space would be found for them elsewhere.

A thorough canvass of the facilities on the entire University grounds revealed only one spot which was both available and desirable. This is a section of the second floor of the Law School Building. Plans for its adaptation are well under way in the office of Mr. Cook, Acting Superintendent of Buildings and Ground These entail no outlay beyond the budget of the English Department.

It must be added that interest in the revival of the Howard Players is at its zenith. Under the leadership of Mrs. Reeves, instructor in English, pre-doctoral student in speech and dramatics at the Catholic University of America, Wash-

ington, D. C., and former stellar member of the Howard Players, a large number of students have been "standing by" for the signal to "try-out". Weekly, these students inquire either at this office or at that of the English Department, as to the cause of the delay. Let us not frustrate them further! Let us not chill their enthusiasm! Let us provide this normal outlet for those interested more in dramatics than in music, sports, the dance, debating, writing, or some other student activity.

"Standing by" also are those from the faculty of Catholic University and from Miner Teachers College who have consented to act as judges for the try-outs. They, too, are inquiring as to the cause of the delay.

It probably is unnecessary to argue the values of the "Little Theater" movement to the audience itself. Suffice it to say that it is proposed to produce, during the winter and spring quarters, semi-monthly plays for the entertainment of the academic community. This is a new feature which, too, needs encouragement because of its recreational value.

Respectfully submitted

J. St. Clair Price
Dean

Upon motion, this matter was referred to the President with power.

SCHOOL OF ENGINEERING AND ARCHITECTURE:

The President presented the following recommendations from the Dean of the School of Engineering and Architecture:

17. That the teaching, course assistants, and other service personnel salaries and wages for conducting the Engineering, Science, and Management War Training Program as listed below be approved, subject to change or discontinuance at any time at the direction of the U. S. Office of Education and/or Howard University and subject to the limit of the approved salary budget for the respective ESMWT courses. No part of the ESMWT budget is to be available for obligation longer than the active length of the course or program or for a period longer than sixty days after the cessation of hostilities in the present war.

<u>AERIAL SURVEYING AND MAPPING</u> - Code 3012 - 12 Wks. (72 hours)
Course started Monday, November 13,1944

A. E. Richmond (Program Construction) .....$ 26.00
A. E. Richmond (Lecture and Laboratory Instructor) $292.00

<u>FUNDAMENTALS OF ENGINEERING DRAWING</u> - Code 3013 - 18 Wks. (288 hours)
Course started Monday, November 13, 1944

Granville W. Hurley (Construction of Course content, etc.) .....$ 32.00
Granville W. Hurley (Instructor) $570.00
Darnley E. Howard (Instructor in Shop Processes, etc.) $300.00
Francis E. Griffin (Laboratory Instructor in Mechanical Drawing, etc.) ...$254.00

TOPOGRAPHIC AND CADASTRAL DRAFTING - Code 3010 - 12 Wks. (96 hours)
Course started Tuesday, November 14, 1944

Walter T. Daniels (Educational Supervisor and Inst.) .....$ 33.00
Walter T. Daniels (Lecture and Laboratory Instructor) $466.00
Francis E. Griffin (Laboratory Instructor) $288.00

VECTOR ANALYSIS FOR STUDENTS OF ENGINEERING, PHYSICS & CHEMISTRY - Code 3014
Course started Friday November 24, 1944 14 Wks. (70 hours)

Herman Branson (Instructor) $389.00

Upon motion, this recommendation was approved.

18. That Mr. James S. Braxton, M.E., Instructor in Mechanical Engineering, be granted a leave of absence without pay for the period beginning January 1, 1945 and terminating automatically March 15, 1945 (a period of about 2 1/2 months).

Upon motion, this recommendation was approved.

COLLEGE OF MEDICINE:

The President presented the following recommendations from the Dean of the College of Medicine:

19. That the resignation of Dr. Ulysses S. Wharton, Resident in the Department of Medicine, be accepted as of the close of business on September 30, 1944.

Upon motion, this recommendation was approved.

20. That Miss Constance R. Hunter, 114 Heckman Street, S. E., be appointed Assistant Medical Technician with special duties in the University Health Service under the A.S.T.P. budget, full-time, at a salary at the rate of $100.00 per month, subject to any and all future reductions, the appointment to begin as of November 1, 1944, and to terminate automatically on April 30, 1945, with the understanding that -

It shall be agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

21. That Dr. Eleanor Makel, who will complete a nine months' assistant residency in Medicine on December 31, 1944, be appointed as a Fellow in Medicine, assigned to the Department of Physiology, full-time, at a stipend of $100.00 per month, subject to any and all future reductions, beginning January 1, 1945, and terminating automatically on June 30, 1945.

Upon motion, this recommendation was approved.

22. That the basic salary of Dr. Sterling M. Lloyd, Assistant in the Department of Medicine, be increased from $1,200 per annum to the rate of $1,800.00 per annum (representing an increase of $600 per annum), subject to any and all fu-

ture reductions, beginning as of November 15, 1944, and automatically terminating on June 30, 1945.

Upon motion, this recommendation was approved.

23. That the individuals named below be appointed to the full-time positions of internes, assistant residents or residents as indicated opposite their names, at the stipends listed opposite their names, the appointments to begin January 1, 1945, and to expire automatically September 30, 1945, the stipends subject to any and all future reductions; the appointments to be subject to provisions for the supplying of quarters, subsistence, and laundry by the Freedmen's Hospital:

Internes	Stipends
Allen, Aris T.	None
Alston, Garlan	None
Blackman, George	None
Darensbourg, Arnold E.	None
Domon, Charles	None
Evans, Frederick H.	None
Harris, Eddie Wyatt	None
Hoffler, Oswald W.	None
Ish, G. W. Stanley	None
McCottry, Turner M.	None
Norris, Edward P.	None
Penn, Geneva V.	None
Robinson, Bernard W.	None
Wiggins, Edward N.	None
White, Jack E.	None
Wilkinson, Charles B.	None

Residents and Assistant Residents

Department of Medicine

Hugh Browne, Assistant Resident in Tuberculosis	$ 500.00
*William H. Bullock, Assistant Resident	250.00
Arthur L. Johnson, Assistant Resident	130.00
*Howard Kenney, Assistant Resident	250.00
*Joseph P. Martin, Assistant Resident	250.00
*James Watson, Assistant Resident	250.00
Emerson A. Williams, Assistant Resident	130.00

Department of Obstetrics and Gynecology

Lillian G. Wheeler, Resident	500.00
Polly A. Prince, Assistant Resident	130.00
Talfourd J. Pierce, Assistant Resident	130.00

Department of Surgery

Martin R. Sutler, Resident	$ 500.00
**James R. Gladden, Resident (Orthopedic Surgery)	500.00
**C. Waldo Scott, Resident (Thoracic Surgery)	500.00
Andrew F. Burton, Assistant Resident	130.00
**Henry C. Everett, Assistant Resident	130.00
Merle Herriford, Assistant Resident	130.00
Charles Watts, Assistant Resident	130.00
*Benjamin Jones, Assistant Resident	250.00
*James Cowan, Assistant Resident	250.00

* Full stipend to be paid by the University because of limitation of such in the Freedmen's Hospital budget. However, quarters, subsistence and laundry to be supplied by Freedmen's Hospital.

** These three individuals have appointments which extend through June 30, 1945, and it is not necessary at this time to consider them as new appointees. They are listed herewith so as to reflect the entire staff available for service in the Hospital.

Upon motion, this recommendation was approved.

24. That the present contract of Dr. Alonzo deG. Smith, Associate Professor of Pediatrics, which reads as follows:

"That Dr. Alonzo deGrate Smith, 3516 New Hampshire Avenue, Northwest, Washington, D. C., be reappointed as Associate Professor of Pediatrics, full-time, without term, at a salary of $4,000.00 per annum, subject to any and all future reductions, and with the understanding that -

"1. The appointee shall be available for duty for eleven months of each year during the period of this appointment, and

"2. During the period of this appointment, the appointee shall not engage in the practice of medicine,"

be modified to read as follows:

That Dr. Alonzo deGrate Smith, 3516 New Hampshire Avenue, N. W., be appointed Clinical Associate Professor of Pediatrics, Department of Medicine, part-time, for the period beginning December 1, 1944, and automatically expiring June 30, 1945, under the following terms:

1. That Dr. Smith be continued from December 1, 1944 to June 30, 1945, as Head of the Division of Pediatrics.

2. That during the period of this appointment Dr. Smith be obligated to continue in full responsibility for ward teaching and lectures to sophomores, juniors, and seniors, for supervising all professional services of patients in the Pediatric and New Born Service of the Hospital, for supervising the Outpatient Clinics of the Division of Pediatrics, and continuing to discharge in every respect all of the responsibilities which were imposed by his previous contract which is being modified herewith.

3. That a stipend for this unusual type of program assumed by a Clinical Associate Professor be fixed during the period of this appointment at $2,750.00 per annum, subject to any and all future reductions.

4. Under the terms of this clinical appointment, Dr. Smith will be able to conduct an outside practice as other clinical members of the staff except that under the circumstances of his appointment, these activities would not interfere with the responsibilities envisioned by this appointment.

Upon motion, this recommendation was approved.

25. That Dr. George P. Brown, Freedmen's Hospital, be appointed Clinical Assistant in the Department of Medicine, part-time, without compensation, for the period beginning January 1, 1945, and expiring automatically June 30, 1945.

Upon motion, this recommendation was approved.

26. That Miss Mary Alvina Pope, 431 Kenyon Street, N. W., be appointed Serologist, Freedmen's Hospital, vice Eleanor Maxwell, resigned, full-time, at a salary at the rate of $1,800.00 per annum, subject to any and all future reductions, beginning December 22, 1944, and expiring automatically June 30, 1945, with the understanding that -

It shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.
(This salary to be paid from funds made available on transfer basis from Freedmen's Hospital.)

Upon motion, this recommendation was approved.

SCHOOL OF RELIGION:

The President presented the following recommendations from the Dean of the School of Religion:

27. That John Edward Bentley be appointed part-time instructor in Religious Education in the School of Religion for the Autumn Quarter 1944-1945 to serve not more than three hours a week at $4.00 per hour, beginning October 4, 1944 and automatically expiring December 22, 1944, the number of hours actually taught to be furnished the treasurer each month by the dean of the School of Religion.

Upon motion, this recommendation was approved.

28. That Rabbi Hugo Schiff, Temple Beth El, Alexandria, Virginia, be appointed Visiting Professor of Jewish Life and Literature (part-time) for the Winter Quarter 1945 at a salary of two hundred ($200.00) dollars, subject to any and all reductions; this appointment to expire automatically on March 22, 1945.

Upon motion, this recommendation was approved.

29. That there be added to the School of Religion fees a Student Activities Fee of $1.50 per quarter, the income from which shall be available to the student body of the School of Religion for the financing of its activities, the fee to be-

gin with the Winter Quarter 1944-1945.

Upon motion, this recommendation was approved.

DEAN OF CHAPEL:

The President presented the following recommendation from the Dean of Chapel:

30. That there be transferred from any available funds in the University the sum of one hundred sixty dollars ($160.00) to purchase speakers' and organists' gowns for Andrew Rankin Memorial Chapel.

Upon motion, this recommendation was approved.

FOUNDERS LIBRARY:

The President presented the following recommendations from the University Librarian:

31. That Mildred Claypoole, 1456 Corcoran Street, N. W., Washington, D. C., be appointed Clerical Assistant in the University Library, at an annual salary rate of $1,440, beginning January 1, 1945 and automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

32. That the appointment of Mavis W. Davis, approved November 17, 1944, in the following wording:

> "That Mavis W. Davis be appointed Circulation Assistant on a full-time basis, at an annual salary rate of $1,440, beginning November 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions"

be revised to read as follows:

That Mavis W. Davis, 211 T Street, N. W., Washington, D. C., A.B., 1937, Hunter College, be appointed Library Assistant for one-half time, at a monthly salary rate of $60.00, beginning December 1, 1944 and automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

DEAN OF WOMEN:

The President presented the following recommendations from the Dean of Women:

33. That the voluntary resignation of Miss Madeline Lindsay, Washington, D. C., appointed on a temporary basis for three months as Student Assistant in the Dean of Women's Office and in the Women's Dormitories be accepted as of the close of the work day on October 27, 1944, her last day of active employment and two months before the date on which her present employment automatically expired.

Upon motion, this recommendation was approved.

34. That Miss Viola Meekins, Washington, D. C., be temporarily appointed to fill the place made vacant by the voluntary resignation of Miss Madeline Lindsay, for a period of one month, October 28, 1944 through the close of the work day, November 28, at a monthly salary of $67.50.

Upon motion, this recommendation was approved.

35. That the resignation of Miss Dorothy Urback, Secretary-Clerk in the Office of the Dean of Women, be accepted, effective at the close of the work day, December 21, 1944.

Upon motion, this recommendation was approved.

36. That Miss Lila Seldon, Norfolk, Va., B.S. in Commerce from Howard University, June, 1944, be appointed Assistant Director of Off-Campus Housing and Assistant Director in the Women's Dormitories, at a basic salary of $111.50 a month for seven months, the appointment to begin December 1, 1944 and to extend to June 30, 1945, when it automatically expires, subject to any and all reductions. It is understood that she will live in the Women's Dormitories and share a sub-standard room on the first floor in Truth Hall, paying $7.50 a month for room rent.

Upon motion, this recommendation was approved.

37. That the recent appropriation of $700 to the Dean of Women's budget for the employment of a part-time person to work with off-campus housing be supplemented from the remaining $405 of the regular appropriation for a student assistant in the women's dormitories, to the amount of $77, so that a full-time temporary person may be hired at a basic salary of $111 per month for seven months, leaving an available balance of $328 for other services to be recommended at a later date.

Upon motion, this recommendation was approved.

38. That some space on the campus be properly equipped and allocated to the needs of city students, which are:

(1) A place to rest (cots and blankets)
(2) A place to refresh themselves and groom (lockers, bowls, stools, showers, mirrors, iron and board)
(3) A place to assemble for talks, teas, recreation (games, ping-pong, etc.)
(4) A place for individual conferences and files for record keeping; and for this purpose -

(1) That space be made available in the Law School on the first floor, or
(2) That all, or two, of the present sorority rooms in Miner Hall be released for the purpose, or
(3) That a part of the University rent houses on College Street, or some other nearby school property be turned over for the combined use of city students and sororities.

Upon motion, this recommendation was referred to the President with power.

OFFICE OF THE TREASURER:

The President presented the following recommendations from the Treasurer of

the University:

39. That the Treasurer be authorized to secure bids for Government contract at an estimated amount of Six Thousand Five Hundred Dollars ($6,500) to repair the roof on the Gymnasium Building, with report to the Executive Committee of the results.

Upon motion, this recommendation was approved.

40. That Dorothy Eve Scott be appointed Relief Telephone Operator at a rate of fifty cents per hour. beginning November 26, 1944, and automatically terminating June 30, 1945, subject to any and all reductions; the number of hours worked in any one week not to exceed twenty-four.

Upon motion, this recommendation was approved.

41. That Joseph C. Howard of Cook Hall, Howard University, be appointed on a temporary part-time basis as Clerk, at the rate of fifty cents per hour, beginning November 13, 1944, and automatically terminating December 6, 1944, subject to any and all reductions, his hours of work not to exceed twenty-four hours per week.

Upon motion, this recommendation was approved.

42. That Harry Patterson Davis of 2313 Eye Street, N. W., be appointed Watchman at $1,080 per annum, beginning December 4, 1944, and automatically terminating June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

43. That Willa Caldwell, at present Telephone Operator at $1,200 per annum, be changed to Relief Telephone Operator at the rate of fifty cents per hour, beginning November 1, 1944, and automatically terminating June 30, 1945, subject to any and all reductions, the number of hours worked in any one week not to exceed twenty-four hours.

Upon motion, this recommendation was approved.

44. That the Treasurer be authorized to make contract with Lee T. Turner in the amount of Three Thousand Four Hundred Eighty-eight Dollars and Twenty cents ($3,488.20) to repair the damage in the Law School Dining Hall, so called, caused by fire on the night of October 31, 1944, the same to be paid from the claim against the Insurance Company.

Upon motion, this recommendation was approved.

45. That Sterling Christy be appointed janitor at $90 per month on a temporary basis beginning November 1, 1944, and automatically terminating November 21, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

46. That the services of Sterling Christy, janitor at $90 per month, be terminated effective as of November 21, 1944, the last day of his active service.

his resignation being accepted.

Upon motion, this recommendation was approved.

47. That Rosetta A. Bowman of 2829 Georgia Avenue, N. W., be appointed Maid on a temporary basis at $85 per month, beginning November 20, 1944, and terminating on or about January 10, 1945, at which time the janitor who formerly worked in this capacity will return.

Upon motion, this recommendation was approved.

48. That Mrs. Rae J. Preston, Timekeeper at $1,440 per annum, be granted a leave of two months without compensation, beginning October 8, and terminating December 8, 1944.

Upon motion, this recommendation was approved.

49. That Wilson Williams of 2932 Pomeroy Road, S. E., be appointed as laborer on the grounds at a rate of $1,200 per annum, beginning November 2, 1944, and automatically terminating June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

50. That the final cost of the Classification Survey conducted by Mr. John Harvey be approved in the sum of $2,103.70.

Upon motion, this recommendation was approved.

51. That approval be given to contract with Julius Aderer, Inc., 115 West 45th Street, New York, N. Y., for furnishing the following material for use in the Dental Clinic:

Casting Gold for thin 3/4 crowns, slice preparations, abutments;
Gold Color to meet A.D.A. Specifications for type C Gold, 300 dwt.
in the sum of $1.74 dwt.

Payment of this contract will be made out of University funds and charged to the budget of Clinical Dentistry 08.

Upon motion, this recommendation was approved.

52. That approval be given of contract with Grand Union Equipment Company, 1907 Fourteenth Street, N. W., Washington, D. C., for furnishing 200 Tablet Armchairs, wood, at $6.95 each, or a total of $1,390.

Authority for an expenditure of $1,200 was given by the Executive Committee at its meeting held November 19, 1944. Payment of the contract for these chairs will be made out of existing funds in the Government Appropriation of 1945, for Expenses.

Upon motion, this recommendation was approved.

53. That Miss Carrie E. Snowden be granted a disability allowance of $50.00 per month for the fiscal year beginning July 1, 1944, and terminating June 30,1945.

Upon motion, this recommendation was referred to the President with power as to need.

54. That the resignation of Mrs. Olivia J. Smith, student ledger bookkeeper, be accepted as of November 30, 1944, in accordance with her letter dated November 21, 1944, with salary paid to that date.

Upon motion, this recommendation was approved.

55. That Mrs. Marian Valentine Jordan, 654 Girard Street, N. W., be appointed student ledger bookkeeper in the Treasurer's Office, as of December 5, 1944, at a salary rate of $1,440 per year, appointment to automatically expire June 30, 1945, and subject to any and all reductions.

Upon motion, this recommendation was approved.

56. That Mrs. Emma M. Washington, 665 - 24th Street, N. E., be appointed purchase order clerk in the Treasurer's Office at the salary rate of $1,440 per year, as of November 29, 1944, appointment to automatically expire June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

57. That Mrs. Henrietta J. Mitchell, 1855 - 3rd Street, N. W., be appointed purchase order clerk in the Treasurer's Office, at a salary rate of $1,260 per year, beginning November 23, 1944, appointment to automatically expire January 31, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

58. That Miss Sara L. Slack, a student, be reappointed part-time clerk in the Treasurer's Office, from January 1 to March 31, 1945, at the rate of $55.00 per month, with overtime at 15%.

Upon motion, this recommendation was approved.

59. That Mr. J. Arnett Frisby, Jr., 1927 - 17th Street, N. W., Apt. 3, be reappointed auditor in the Treasurer's Office for the Army Specialized Training Program and the Engineering, Science Management War Training Program, at an annual salary rate of $2,500 plus overtime, as of January 1, 1945, and expiring March 31, 1945, appointment subject to any and all reductions.

Upon motion, this recommendation was approved.

60. That parent and student organizations concerned in a memorial to a particular Howard man or woman who has died in the service, be allowed to pay for a granite stone inscribed in a manner approved by the President of the University, to be buried at the base of certain oak trees that are to be planted during the current winter, the location of these oak trees to conform to the plan prescribed by Mr. Williston.

Upon motion, this recommendation was approved.

61. That the resignation of Mrs. Eula S. McCune, purchase order clerk in the Treasurer's Office, be accepted as of December 2, 1944, with payment to that date.

Upon motion, this recommendation was approved.

COLLEGE OF DENTISTRY:

The President presented the following recommendation from the Dean of the College of Dentistry:

62. That the resignation of Miss Eunice Vashti Hall, Clinic Nurse in the Department of Oral Surgery, be accepted to become effective at the close of the working day, December 9, 1944.

Upon motion, this recommendation was approved.

ANNUAL ALUMNI AWARDS:

63. Upon motion, the following persons were selected as recipients of Alumni Awards for 1945, biographies of whom follow:

Dr. Eva B. Dykes - Teaching
Dr. E. Franklin Frazier - Research
Hon. Charles W. Anderson - Law and Politics

DR. EVA BEATRICE DYKES:

A.B., summa cum laude, 1914, Howard University; A.B., magna cum laude, 1917; A.M., 1918; Ph.D., 1921, Radcliffe College. Associate Professor of English, Howard University.

Excerpts from a citation written for this purpose by one of Dr. Dykes' colleagues follow:

"On her graduation from Howard University she was granted the Alpha Kappa Alpha Scholastic Award, and each of her years of residence at Radcliffe College, except the first, she was given a scholarship by that college. Moreover, her undergraduate work there was of such high calibre that she was elected to Phi Beta Kappa. Brilliant, indeed, was this career, and it brought to Miss Dykes the distinction of being among the first three Negro women in America, if not the first, to earn the degree Doctor of Philosophy.

"Her career as teacher and scholar has fulfilled the promise of her career as student. She taught Latin and English at Walden University, Nashville, Tennessee, from 1914 to 1915, and English at Dunbar High School, Washington, D. C., from 1920 to 1929. In the latter year she accepted a call to Howard University where she now serves as Associate Professor of English. In all of these positions she has served with distinction, particularly in that at Howard University, where her sincerity, good nature, sympathetic attitude toward students, and her general effectiveness as a teacher have earned for her the highest respect and affection of both her colleagues in the English Department and her students.

"Moreover, her achievements in the field of scholarship have been notable. Quite aside from her classroom lectures, the following works she has written and published attest to this distinction:

"1. Readings from Negro Authors for Schools and Colleges, with a Bibliography of Negro Literature. New York; Harcourt, Brace and Company (1931). This book was written in collaboration with Otelia Cromwell and Lorenzo D. Turner.

"2. The Negro in English Romanticism. Washington: Associated Publishers, 1942.

"3. 'William Cullen Bryant: An Apostle of Freedom.' Negro History Bulletin, November, 1942.

"4. 'Three Negro Publishers.' Negro History Bulletin, January, 1943.

"5. 'Walt Whitman, a Poet of Democracy.' Negro History Bulletin, May, 1943.

These studies, especially the first two, are valuable contributions to the fields of Negro Literature and Negro History.

"She has been elected a member of the following learned and semi-learned societies: the American Association for the Advancement of Science; the American Geographical Society; the Association for the Study of Negro History; the National Council of English Teachers. Furthermore, biographical accounts of her have been printed in the following reference works: The Directory of American Scholars, Who's Who in American Education, and Who's Who in Colored America. And then, she has been in demand as a speaker in educational institutions. She has delivered commencement addresses at Shaw Junior High School and Garnett-Patterson Junior High School (both in Washington, D. C.), and at Oakwood Junior College (in Alabama), as well as other addresses at Culpepper High School, Dunbar High School, and, in connection with Negro History Week, several other Washington schools.

"On many occasions Dr. Dykes has acted as accompanist and solo pianist in recitals featuring such eminent artists as Joseph Douglass, Lillian Evanti, Antoinette Garnes (of the Chicago Opera Company), Wesley Howard, Louia Vaughn Jones, Florence Cole Talbert, and Clarence Cameron White. Moreover, she is an active member of the National Association of Negro Musicians and the Music Guild of Washington.

"She has served as organist in various Washington churches: the First Baptist Church, the Third Baptist Church, an Episcopal Church, the Trinity A. M. E. Zion Church, the Asbury Methodist Church, and the Seventh Day Adventist Church, to which she belongs. In her own church she serves or has served at various times as chorister, Sabbath School Superintendent, member of the Church School Board, Home Missionary Leader, Young People's Leader, Church Treasurer, and delegate to several religious conventions. In addition, she has worked as a member of the Committee for Advancement of World-Wide Work among Seventh Day Adventists. Again, she writes a column regularly for the Message Magazine and occasionally contributes articles to the Sabbath School Work, both Seventh Day Adventists periodicals."

She is now on leave of absence to help, through instruction and guidance, a small college of her own denomination in Huntsville, Alabama.

DR. E. FRANKLIN FRAZIER:

E. Franklin Frazier, Professor and Head of the Department of Sociology, Howard University, is recognized today as a sociologist of outstanding ability, who possesses a keen insight in sociological problems, particularly as they affect Negroes. Professor Frazier was born in Baltimore, Maryland, where he attended elementary and high school. From the Baltimore high school he came to Howard University, from which he graduated in 1916, with the A.B. degree, cum laude. He was awarded a scholarship to Clark University, Worcester, Mass., and

obtained the A. M. degree in sociology from that institution in 1920. He received the Ph.D. degree in sociology from the University of Chicago in 1931.

Professor Frazier's teaching career has been a varied one, ranging from high school to university, and including a wide variety of subjects. He taught mathematics at Tuskegee Institute during 1916-1917; English and History at St. Paul's N. and I. School, Lawrenceville, Virginia, during 1917-1918; mathematics and French at the Baltimore high school, 1918-1919. He was director of the summer school at Livingstone College, Salisbury, North Carolina during 1922. He was professor of sociology at Morehouse College from 1922-1924, and was director of the Atlanta School of Social Work from 1922-1927. From 1929-1931 he served as special lecturer in the Department of Sociology, Fisk University, and was research professor in the same department from 1931-1934. In 1934 Professor Frazier joined the faculty at Howard as Professor and head of the Department of Sociology.

In addition to his teaching, Professor Frazier has been recognized for his sound scholarship and research ability. He was Research Fellow at the New York School of Social Work for the year 1920-1921; Fellow of American Scandinavian Foundation to Denmark for the year 1921-1922; Research Assistant, Department of Sociology, the University of Chicago, from 1927-1929. During the years 1929-1931 he received subsidies from the Social Science Research Council for research projects. He was director for the middle states area of the study, "The Effect of Minority Status on Personality Development of Negro Youth," sponsored by the American Youth Commission, 1938-1939.

Professor Frazier's scholarly ability is exemplified in his publications which reveal him as a student with a profound understanding of his subject and a striking power of analysis and synthesis. He has contributed two chapters to books: "The Negro Family"; The Annals of the American Academy of Political and Social Science, 1928, and "Traditions and Patterns of Negro Family Life in the United States," in Race and Culture Contacts, edited by E. B. Reuter. Professor Frazier is the author of three books: The Negro Family in Chicago, University of Chicago Press, 1932; The Free Negro Family, Fisk University Press, 1932; and The Negro Family in the United States, University of Chicago Press, 1939.

A distinguished sociologist of the University of Chicago describes the last book as ". . . the most valuable contribution to the literature on the family since the publication twenty years ago of The Polish Peasant in Europe and America by W. I. Thomas and Florian Znaniecki. For, it is a basic study of the family in its two chief aspects--as a natural human association and as a social institution subjected to the severest stresses and strains of social change. . . ."

In addition to his books, Professor Frazier is the author of numerous articles and book reviews in various magazines and journals including The American Journal of Sociology, The Journal of Social Forces, The Journal of Negro History, The Journal of Negro Education, The Annals of The American Academy of Political and Social Science, The Nation, The Crisis, The Opportunity, The Messenger, The Southern Workman, and The Howard Review.

As a teacher, Professor Frazier insists upon the maintenance of high standards and through his efforts the Department of Sociology has become a strong unit of the division of the social sciences. He has been recently elected vice president of the Eastern Sociological Society.

HON. CHARLES W. ANDERSON, JR.:

Charles W. Anderson, Jr., age thirty-nine years, is now President of the National Bar Association, and is serving his fourth consecutive term as a member of the Kentucky Legislature. During 1944, he introduced and secured the passage in the Kentucky Assembly of a bill to admit Negro graduate students to the University of Kentucky. The bill did not become law because it never came to a vote in the Senate. Mr. Anderson's career up to 1940 is stated as follows on page 19 of the Howard University Bulletin for April, 1940:

Charles W. Anderson, Jr., member of the Kentucky Legislature, 58th Legislative District, and practicing attorney, is the first Negro to take the oath of office as a member of the Kentucky Legislature, and the first Negro legislator in the deep South since the Reconstruction Era.

Attorney Anderson was born in Louisville, Kentucky, where he received his early education. He is a graduate of Kentucky State College and Wilberforce University. He received the LL.B. degree from Howard University's Law School in 1930.

Attorney Anderson was first elected to the Legislature in 1935, at the age of 28, and was re-elected to the Legislature in 1938. Within thirty-three days after taking the oath of office, he successfully sponsored a bill known as the Anderson-Mayer State Aid Act, which provided a sum of $5,000.00 for higher education for Negro boys and girls compelled to study outside of the State. In 1938, after his re-election, the appropriation was increased to $7,500.00; and on January 2, 1940 after his re-election for a third term, he was successful in having the appropriation increased to $17,000.00. He successfully sponsored a bill to provide high school education for Negro boys and girls denied high school education in rural or backwood counties, requiring each county now to provide a sum of $100.00 per student for tuition or transportation wherever high schools are not provided for Negro boys and girls. He fought for the repeal and successfully won the fight to abolish Kentucky's eighteen year old Public Hanging Law; a bill to allow public school teachers to marry after they had five years teaching experience within the State. He fought for the passage of a bill to prohibit discrimination against the colored working man and woman on public projects; a bill for $30.00 per month old age pension; a bill to aid the needy blind and dependent children under the Social Security Act; and defeated a bill to make Negroes ride behind a glass partition on busses in Kentucky; and successfully defeated a bill creating a public whipping post in misdemeanor court cases. He successfully won his fight for air-conditioned coaches for Negroes traveling on trains in Kentucky; and many other fights for the progress and advancement of his race.

Because of Attorney Anderson's outstanding work, the Kentucky Negro Educational Association awarded him the Lincoln Institute Key for 1938-1939 for making the greatest contribution towards the advancement of the colored people in Kentucky.

He is a member of Quinn Chapel, A. M. E. Church; American Legislator's Association; American Academy of Political Science; National Legal Committee, N. A. A. C. P.; Regional Director, National Bar Association; and a member of a large number of Republican clubs and civic organizations.

Mr. Anderson was married on August 20, 1939 in Montreal, Canada, to the former Ann L. Rucker of Atlanta, Georgia. Mrs. Anderson is the librarian at Kentucky State College.

64. The President presented the following letter from Attorney J. Carroll Hayes of West Chester, Pa., together with a copy of resolution adopted by the trustees of the Longwood Yearly Meeting of Progressive Friends, August 3, 1944.

"Nov. 7, 1944

"Howard University,
Washington,
D. C.

"Gentlemen:

"I am enclosing a copy for your files of the resolution adopted August 3rd last at the final meeting of the Trustees of the Longwood Yearly Meeting of Progressive Friends which was situated near Kennett Square, this County. As you have perhaps heard this was an Organization branching off from the Quakers owing to a split over the anti-slavery question. Longwood always stood very strongly in favor of that great cause and after the slaves were freed, they took up many other liberal causes.

"As the Meeting has now dissolved and as per this resolution it was decided that the net income of a $5500.00 Trust in the hands of the National Bank of Chester County and Trust Company of this place as Trustee should be paid, as it accrues, to your University for the maintenance of a lectureship or lectureships, in connection with the Jesse Holmes chair in the Philosophy of Religion, solong as said chair is in existence; the lecture subjects to be confined to religious, moral, scientific and literary purposes, with the design of accommodating, fostering and sustaining the progressive spirit of the age.

"Would you kindly write us giving the full facts as to this Jesse Holmes chair at your University, whether it is likely to be permanent and its possibilities of proper support. Please also write how this check for income should be drawn.

"The Trustees also directed that the balance of the Meeting funds, which we cannot exactly now estimate, should be paid to the Treasurer of the Jesse Holmes Memorial Fund towards the support of the chair and lectureship. This will no doubt be closed up also quite promptly.

"Awaiting your full reply,

"Very truly yours,

"J. Carroll Hayes"

"At a meeting held August 3, 1944, of the Trustees of the Longwood Yearly Meeting of Progressive Friends, the following Resolution was unanimously adopted:

"RESOLVED that the National Bank of Chester County and Trust Company, West Chester, Pennsylvania, be directed to pay over the net income, as it accrues, of the $5,500.00 Longwood Meeting Trust to Howard University, Washington, D. C., for the maintenance of a lectureship or lectureships, in connection with the Jesse Holmes chair in the Philosophy of Religion, so long as said chair is in existence, the lecture subjects to be confined to religious, moral, scientific and literary

purposes, with the design of accommodating, fostering and sustaining the progressive spirit of the age; this being pursuant to the decree of the Court of Common Pleas of Chester County entered July 28, 1941, in Equity, No. 951.

"MARY C. REYNOLDS
"From the minutes "Secretary"

Upon motion, it was voted to accept this gift and the Secretary of the University directed to write Attorney Hayes conveying to the Trustees of the Longwood Yearly Meeting of Progressive Friends this expression of the sincere thanks of Howard University for the gift.

COLLEGE OF MEDICINE (Continued)

The President presented the following recommendation from the Dean of the College of Medicine:

65. That the candidates named below, having fulfilled all the requirements for graduation from the College of Medicine, including the payment of fees, be awarded the degree of Doctor of Medicine:

Aris Tee Allen
Garlan Rochester Alston
Bryce Chadwick Anthony
Charles Theophilus Atkinson
Percy Oliver Batipps, Jr.
Robert McKinley Beavers
Fowler Adolphus Biggs
George Ernest B. Blackman
Barrington Herndon Bowser
Frederick H. Bryant
Ernest F. Bynoe
Wallace Capel
Vernal Gordon Cave
Mason Douglass Cloyd
Arthur Haywood Coleman
Edward Harrison Copper
Robert Percy Crawford
William Edward Crew, Sr.
Oscar Llewellyn Daniels
Arnold Edwin Darensbourg, Jr.
William Selassie Davis, Jr.
George Wilfred Diggs
Charles Moses Domon
Pauline H. Edwards
Edmundo R. Figueras
Lucille Clark Fisk
Richard Louis Francis
Maurice Winfield Frazier
Clarence Butler Geary
Julian Ira Gillian
John Ernest Green, Jr.
Paul Stewart Green
William Alfred Haley
Parker Howell Word
Eddie Wyatt Harris
William Henry Harrison
Oswald Warrington Hoffler
Benjamin Holcombe, Jr.
Geneva Penn Holder
G. W. Stanley Ish, Jr.
Reed Poindexter Johnson
Harry N. Jones, Jr.
Leonard Powell Lee
Clarence Garfield St. Clair Leslie
Robert Marcellus Manuel
John Aloysius Sharpe Martin
Joseph William Mason, Jr.
Lindley Ross Mordecai
Edward Patrick Norris, Jr.
Luis Armando Pacheco
Burton Errington Phillips
John Wesley Robinson
Joseph H. Robinson, Jr.
John Winiford Rout, Jr.
Headley Leopold Scott
John Samuel Selden, Jr.
Thomas Williamson Selden
Conrad Warren Smith
Nelson Williamson V. Spaulding
Robert Charles Stepto
James Russell Tureman
Jack Edward White
Jacob A. White, Jr.
Edward N. Wiggins
Charles Brock Wilkinson
Richard Alphonso Wilson
Roland Byard Wilson
Samuel R. Wilson, Jr.

Upon motion, this recommendation was approved.

COLLEGE OF DENTISTRY (Continued)

The President presented the following recommendation from the Dean of the College of Dentistry:

66. That the candidates named below, having fulfilled all the requirements for graduation from the College of Dentistry, including the payment of fees, be awarded the degree of Doctor of Dental Surgery:

Byron Biscoe
Leonidas Alvoid Braboy
Warren Bryant
Karl Wayne Carter
James Francis Deal, Jr.
John Adrian Drew
Squire Walton Heard
Samuel Phillip Mickens
Cleo Sylvester Palmer, Jr.
Leon A. Reid, Jr.
Alfred Irving Robinson
William Edward Shelton
Odell H. Shumate
Donald Alexander Thigpen
Raymond B. Thomas, Jr.
Edwin Grant Wells
Morris Hightower Williams

Upon motion, this recommendation was approved.

COLLEGE OF PHARMACY:

The President presented the following recommendation from the Dean of the College of Pharmacy:

67. That the candidates named below, having fulfilled all requirements for graduation from the College of Pharmacy, including the payment of fees, be awarded the degree of Bacheler of Science in Pharmacy:

Olga Amelia Brathwaite
Mary E. Pyles
Hazel Anne Roberts

Upon motion, this recommendation was approved.

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68. The following graduates of the College of Medicine were awarded the commission of First Lieutenant of Medical Corps, Army of United States:

Aris T. Allen
Charles T. Atkinson
Garlan R. Alston
Bryce C. Anthony
Percy O. Batipps, Jr.
George E. Blackman
Frederick H. Bryant
Wallace Capel
Vernal G. Cave
Mason D. Cloyd
Arthur H. Coleman
Edward H. Copper
Robert P. Crawford
William E. Crew, Sr.
Oscar L. Daniels
William S. Davis, Jr.
Charles M. Demen
Edmundo R. Figueras
Maurice W. Frazier
William A. Haley
Eddie W. Harris, Jr.
Benjamin Holcombe, Jr.
Clarence G. St.C. Leslie
Robert M. Manuel

Joseph W. Mason, Jr.
Lindley R. Mordecai
Luis A. Pacheco
Burton E. Phillips
John W. Robinson
John W. Rout
Headley L. Scott
John S. Selden, Jr.
Thomas W. Selden
Conrad W. Smith
Nelson W. V. Spaulding
James R. Tureman
Edward N. Wiggins
Charles B. Wilkinson
Richard A. Wilson
Samuel R. Wilson
Parker H. Word

69. The following graduates of the College of Dentistry were awarded the commission of First Lieutenant of Dental Corps, Army of United States:

Byron Biscoe
Leonidas A. Braboy
Warren Bryant
Karl W. Carter
James F. Deal, Jr.
John A. Drew
Squire W. Heard
Samuel P. Mickens
Cleo S. Palmer, Jr.
Leon A. Reid, Jr.
Alfred I. Robinson
William E. Shelton
Donald A. Thigpen
Raymond B. Thomas
Edwin G. Wells
Morris H. Williams

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

MINUTES OF EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON, D. C.
FEBRUARY 16, 1945

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MINUTES OF
EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
FEBRUARY 16, 1945

A meeting of the Executive Committee of the Board of Trustees of Howard University was held in the Founders Library, University Campus, February 16, 1945, at 10:00 o'clock.

Present:

Dr. George W. Coleman, Chairman
Mr. W. Justin Carter
Mr. Lorimer D. Milton

Dr. Mordecai W. Johnson, President of the University
Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Prayer by Mr. Carter.

Excuses were rendered for Mr. Deyber and Dr. Spaulding who were unable to be present.

The Minutes of the meeting of December 15, 1944 were, upon motion, approved.

1. Upon motion, it was voted that the salary of Professor Leon A. Ranson be increased $250.00, i.e., from $4,500.00 per year to $4,750.00 per year, retroactive to July 1, 1944.

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2. Upon motion, it was voted that salary for the position of one Order Clerk in the office of the Treasurer be raised to $1,620.00 per annum.

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3. Upon motion, it was voted that salary for the position of a second Order Clerk in the office of the Treasurer be raised to $1,440.00 per annum.

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4. Upon motion, it was voted that all scholarship funds contributed to Howard University on and after November 1, 1944, and not specifically required by the donors to be used currently for scholarship purposes, be placed in an Endowment Fund under the title of the Howard University Scholarship Fund. These funds are to include the present General Scholarship Student Aid Endowment Fund of $19,531.32.

5. Upon motion, it was voted that the Treasurer be authorized to deposit to the credit of the Land Grant College Project Fund $1,000 which is required to be paid by the Institution at which the Land Grant College Project is resident.

INCREASED TUITION IN THE SCHOOL OF LAW:

6. Upon motion, it was voted that the tuition in the School of Law be increased from $125.00 to $150.00 for an academic year of two semesters for Day

School students, and from $100.00 to $115.00 for an academic year of two semesters for Evening School students, effective at the beginning of the school year 1945-46. This increase in tuition shall not apply to those students now enrolled in the School of Law.

PRESIDENT'S MATTERS

GRADUATE SCHOOL:

The President presented the following recommendations from the Dean of the Graduate School:

7. That Kurt Braun (J.S.D., J.C.D., University of Berlin, 1922; part-time Lecturer, Howard University, and Member, Research Staff, Brookings Institution, Washington, D. C.), be appointed Special Editor of the Proceedings of the Conference on the Post War Industrial Outlook for Negroes, held under the auspices of the Social Science Division, Howard University, and the Randolph Memorial Fund, October 18, 19 and 20, 1944, at a salary of $360.00 less all deductions; this appointment to begin immediately and terminate automatically upon publication of the Proceedings.

Upon motion, this recommendation was approved.

8. That stenographic services (personnel to be indicated later) be authorized to the extent of not more than $200, to aid in the preparation of the Proceedings of the Conference on The Post War Industrial Outlook for Negroes, to be edited by Dr. Braun.

Upon motion, this recommendation was approved.

9. That Dr. W. E. B. DuBois be appointed Special Lecturer and Consultant to the Land Grant College Project, to deliver a lecture to and hold consultations with cooperating members of the project during their Spring Conference; and to deliver at a subsequent date two lectures--one to the general faculty and one to the student body particularly in the Social Sciences, with an honorarium of $100 and expenses being given for the first lecture, and an honorarium of $150 and expenses being provided for the two subsequent lectures.

Upon motion, this recommendation was approved.

10. That the University's contribution of $600 a quarter to Work Bibliography project be continued for the two quarters ending June 30--making a total of $1,200, one installment of $600 being payable immediately for the first quarter and $600 payable on or about April 1 for the second quarter.

Upon motion, this recommendation was approved.

11. That the University's contribution of $600 a quarter to the Work Bibliography Project be increased by $450 a quarter for Dr. Work's living expenses for the two quarters ending June 30; the first installment being payable immediately and the second installment payable on or before April 1 for the second quarter ending June 30, 1945.

Upon motion, this recommendation was approved.

COLLEGE OF LIBERAL ARTS:

The President presented the following recommendations from the Dean of the College of Liberal Arts:

12. That Euphemia Haynes, Ph.D., be appointed part-time (1/3) Associate Professor of Mathematics for the Winter Quarter, 1945, at a salary of $333.33 for the quarter; this appointment to terminate March 22, 1945.

Upon motion, this recommendation was approved.

13. That Charles A. McCane, A.B., Wiley College, S.M., Northwestern University, be appointed part-time Instructor in Mathematics for the Winter Quarter, 1945, at a salary of $222.22 for the quarter; this appointment to terminate March 22, 1945.

Upon motion, this recommendation was approved.

14. That John A. Doggett be appointed part-time (2/3) Instructor in Mathematics for the Winter Quarter 1945, at a salary of $400 for the quarter; this appointment to terminate March 22, 1945.

Upon motion, this recommendation was approved.

15. That Gwendolyn Waters, A.B., Bennett College, be appointed part-time (1/3) teaching assistant in the Department of History for the Winter Quarter at a salary of $166.66 for the quarter; this appointment to terminate March 22, 1945.

Upon motion, this recommendation was approved.

16. That Helen Marie Welch, B.S. in Home Economics, Lincoln University, Missouri, be appointed teaching assistant in the Nursery School for the Winter and Spring Quarters at a monthly salary of $110.00; this appointment to terminate June 12, 1945.

Upon motion, this recommendation was approved.

17. That R. Percy Barnes be appointed Acting Head, pro tempore, of the Department of Chemistry for the Winter Quarter, 1945, vice J. Leon Shereshefsky who is inactive because of serious illness; this appointment to terminate March 22, 1945.

Upon motion, this recommendation was approved.

18. That Gladys Pinkney, graduate student in the Department of Chemistry, and recipient of a tuition scholarship, be appointed laboratory assistant in chemistry for the Winter Quarter at the regular stipend of $133.33; this appointment to terminate March 22, 1945.

Upon motion, this recommendation was approved.

19. That Ivan Earle Taylor (East Wharf Road, Madison, Wisconsin), A.B., 1927, A.M., 1932, Howard University; Ph.D., 1942, University of Pennsylvania, be appointed Associate Professor of English for an initial period of two years, 1945-46 and 1946-47, at an annual basic salary of $3,000.00, subject to any and all re-

ductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1947.

Upon motion, this recommendation was approved.

20. That Carroll L. Miller, Instructor in Education, be given one-third leave of absence from the regular program of the College of Liberal Arts, for the Winter Quarter, 1945, in order to devote part-time to the coordination of the Army Specialized Training Reserve Program.

Upon motion, this recommendation was approved.

21. That Ernestine Kemp be appointed typist in the Department of Physical Education for Women for the Winter Quarter, 1945, at a stipend of $60.00 for the quarter; to begin as of January 3, 1945, and to terminate March 22, 1945.

Upon motion, this recommendation was approved.

22. That there be transferred to the budget of the Department of Art the sum of Two Hundred and Fifty Dollars ($250.00) for the purchase of a Kiln for use in the work in Ceramics.

Upon motion, this recommendation was approved.

23. That Amy B. Mills, graduate student in the Department of Chemistry, be appointed laboratory assistant in chemistry for the remainder of the Winter Quarter, 1945, at a stipend at the rate of $133.33 per quarter; this appointment to begin February 2, 1945, and to terminate March 22, 1945.

Upon motion, this recommendation was approved.

24. That the candidates named below having fulfilled all the requirements for graduation from the College of Liberal Arts, including the payment of fees, be recommended to the Board of Trustees to receive the degree indicated opposite their names as of the close of the Autumn Quarter, December 23, 1944:

Banks, James Governeau	A.B. in Sociology	
Combs, Jr., Walter A.	S.B. in Chemistry	Cum laude
Elmes, Kathryn Fletcher	A.B. in English	
Kevil, Della O'Hara	A.B. in Commerce	Cum Laude
Mapp, Gladys E.	A.B. in Education	
McCord, Edgar Roland	S.B. in Psychology	
Penn, Jacquelin P.	A.B. in History	
Rose, Harreld Cornelius	A.B. in German	Cum Laude
West, Ada Fouche	A.B. in Sociology	
Wingate, Edith Louellen	S.B. in Chemistry	Cum Laude

Upon motion, this recommendation was approved.

25. That Mr. Myron Ross, 1262 2nd Street, S. W., be appointed part-time Assistant in Physical Training, ASTRP, for the period January 8 through March 31, 1945, at a salary of $172.50 for the period.

Upon motion, this recommendation was approved.

26. That M. Clarice Hutchinson be appointed part-time stenographer-clerk in the office of the Director of the Veterans Counseling and Advisory Service, from January 1, 1945, through January 31, 1945, at a basic salary of $60.00 for the period.

Upon motion, this recommendation was approved.

27. That there be added to the budget of the Department of Physical Education for Women the sum of $500 to defray current and ensuing expenses.

Upon motion, this recommendation was approved.

28. That authorization be granted for the appointment of a full-time secretary-clerk to the Director of the Counseling and Veterans' Service at a basic annual full-time salary of $1,620, subject to any and all reductions; this appointment to begin February 1, 1945, and to terminate automatically June 30, 1945.

Upon motion, this recommendation was approved.

29. (a) That the persons from the regular staff listed on the appended roster be appointed to the instructional staff of the Army Specialized Training Reserve Program - for the term beginning January 8, 1945, and ending on March 31, 1945, at the respective salaries noted, which include overtime.

(b) That the persons listed as additional instructors be appointed to the Instructional staff of the Army Specialized Training Reserve Program for the term beginning January 8, 1945 and ending on March 31, 1945, at the respective salaries noted, which include overtime.

(c) That the persons listed under administration and supervision be appointed to the staff of the Army Specialized Training Reserve Program for the term beginning January 8, 1945 and ending March 31, 1945, at the respective salaries noted, which include overtime.

A. Teachers from Regular Staff of the University by Departments

DEPARTMENTS	TEACHING LOAD	PROPOSED SALARY*
Mathematics		
Cox, Elbert, Asso. Prof.	6	$ 484.66
Blackwell, David, Asst. Prof.	6	444.66
Doggett, John, Instructor	6	276.00
Engineering Drawing		
Hurley, Granville, Instructor	3	145.66
Griffin, Francis, Asst. Prof.	3	176.33
Howard, Darnley, Asso. Prof.	3	229.00
Daniels, Walter, Asso. Prof.	3	229.00
Engineering Problems		
Richmond, Addison, Asst. Prof.	4	235.10
Technical Problems		
Purnell, Lee J., Asso. Prof.	5	371.66

A. Teachers from Regular Staff of the University by Departments (Continued)

DEPARTMENTS	TEACHING LOAD	PROPOSED SALARY*
Physical Education		
Burr, John, Asst. Prof.	7½	$ 498.33
Bush, Charles, Instructor	7½	345.00

B. Additional Instructional Personnel by Departments

Mathematics		
**Williams, Edgar, Assistant	5	191.66
Physics		
**Hipp, Fred C., Asst. Prof.	15	881.66
**Taylor, Theodore, Instructor	15	690.00
English		
**Jordan, Lillian, Asst. Prof.	15	881.66

C. Administration and Supervision

Miller, Carroll L., Liaison Officer	10	511.10
Hutchinson, M. Clarice, Clerk	½ Jan. 3/4 Fed-Mar	292.00

Upon motion, this recommendation was approved.

SCHOOL OF ENGINEERING AND ARCHITECTURE:

The President presented the following recommendations from the Dean of the School of Engineering and Architecture:

30. That Mr. Clarence Generette, Senior Civil Engineering student, be appointed Assistant in Engineering Drawing for the period of the Winter Quarter at a compensation of $100.00 for the quarter. Tenure to begin January 1, 1945 and automatically terminate March 22, 1945.

Upon motion, this recommendation was approved.

31. That Mr. Nathaniel W. Wright, B.S. in E.E., B.S. in M. E., be appointed substitute part-time instructor in Engineering, the equivalent of three successive hours per day, one day per week (during his regular off hours) and so arranged as not to interfere with any essential work at the plant, at a compensation of $100.00 for the period of the quarter. Tenure beginning January 1, 1945 and automatically terminating March 22, 1945.

Upon motion, this recommendation was approved.

32. That Mr. Henry V. Warrick, B.S. in E.E., Assistant Chief Engineer, Howard University Power Plant, be appointed substitute part-time Instructor in Engineering, the equivalent of one hour per day (an off hour), five days per week for the period of the Winter Quarter, 1945, tenure beginning January 1, 1945 and automatically terminating March 22, 1945, at a compensation of $150.00 for the quarter

*Includes overtime
**Employed on ASTRP in previous cycles

with the understanding that the service rendered under this appointment shall not interfere with any essential work at the plant.

Upon motion, this recommendation was approved.

33. That the Engineering, Science and Management War Training Administrative Budget for the period January 1, 1945 - April 30, 1945, attached hereto, be approved, subject to change or discontinuance at any time at the direction of the U. S. Office of Education and/or Howard University and subject to the limit of the approved administrative budget provided therefor by the U. S. Office of Education. No part of the Administrative Budget is to be available for obligation longer than sixty days after the cessation of hostilities in the present war:

ADMINISTRATION BUDGET
ESTIMATE
ESMWT JANUARY 1, 1945 - APRIL 30, 1945

I. PERSONAL SERVICES		
Institutional Representative (L.K.Downing) - 4 x 175	$700.00	
Night Stenographer-Clerk (4 x 100)	400.00	
Day Stenographer-Clerk (4 x 100)	400.00	
Day Clerk (4 x 30)	120.00	
Student Helpers - 2 (Night) = 2 x 18.20 x 4 =.....	146.00	
Student Helper - 1 (Day)	72.00	$1838.00
Treasurer's Office		
Auditor (450÷ 3)	150.00	
Bookkeeper (4 x 100)	400.00	550.00
Registrar's Office		
Clerk (4 x 25)	100.00	100.00
Total		$2488.00
II. SPACE AND EQUIPMENT.....		$0000.00
III. TRAVEL (4 mos. at $1.00)		4.00
IV. CONSUMABLE SUPPLIES: (Stationery, Paper, Pencils, Etc.)		
Institutional Representative's Office	5.00	
Treasurer's Office	5.00	
Registrar's Office	10.00	20.00
V. OTHER EXPENSES:		
Organization, telephone, telegraph, printing, postage duplicating, maintenance, repairs, etc.		
Organization (14 courses at $50.00) (14 x 50) =	$700.00	
Institutional Representative's Office	11.00	
Treasurer's Office	5.00	
Registrar's Office	20.00	736.00
Grand Total		$3248.00

Upon motion, this recommendation was approved.

34. That Mrs. Priscilla S. Gray, Secretary to the Dean, School of Engineering and Architecture, be granted leave of absence from the position of Secretary to the Dean and Supervisor of Engineering, Science, and Management War Training Clerical Personnel, without pay, for a period of four months, beginning March 1, 1945 and automatically terminating June 30, 1945.

Upon motion, this recommendation was approved.

35. That Mrs. Ada D. Chapman, now serving as Stenographer, Engineering, Science, and Management War Training Program, be appointed Acting Secretary to the Dean for the period beginning March 1, 1945 and automatically ending June 30, 1945, on a monthly basis at a salary of $120.00 per month with overtime added, and as Supervisor of the Engineering, Science, and Management War Training Program clerical personnel at a salary of $30.00 per month for the four month period.

Upon motion, this recommendation was approved.

36. That the students named below, having fulfilled all requirements for graduation from the School of Engineering and Architecture, and having met the financial requirements of the Treasurer of the University, be recommended to the Board of Trustees to receive the degree indicated opposite each name, as of the end of the Summer Quarter, August 1944:

Leroy J. H. Brown, B.S. in Architecture
Justus Anthony Villa, B.S. in Civil Engineering

Upon motion, this recommendation was approved.

SCHOOL OF LAW:

The President presented the following recommendations from the Dean of the School of Law:

37. That W. Robert Ming, Jr., Associate Professor of Law, 1820 California Street, N. W., Washington, D. C., now on leave of absence expiring June 30, 1945, be employed as Associate Professor for part-time service in the evening division of the School of Law for a term of five months, constituting the second semester of 1944-45, at a salary of $600.00 for that term, subject to any and all reductions. This appointment is to be made to begin February 1, 1945 and to expire automatically June 30, 1945.

Upon motion, this recommendation was approved.

38. That George M. Johnson, Associate Professor of Law, 2801 Eleventh Street, N. W., Washington, D. C., now on leave of absence expiring June 30, 1945, be employed as Associate Professor for part-time service in the evening division of the School of Law for a term of five months, constituting the second semester of 1944-45, at a salary of $600.00 for that term, subject to any and all reductions. This appointment is to be made to begin February 1, 1945 and to expire automatically June 30, 1945.

Upon motion, this recommendation was approved.

39. That Assistant Professor George E. C. Hayes, 1732 S Street, N. W., Washington, D. C., now rendering part-time services at a salary of $1,000 for the ten months ending June 30, 1945, receive for services beyond his present contract to be rendered during the five month term constituting the second semester of the academic year 1944-45, additional compensation in the amount of $400, subject to any and all reductions. This additional compensation shall begin February 1, 1945 and expire automatically June 30, 1945, and shall not subject the appointment to the tenure regulations of Howard University.

Upon motion, this recommendation was approved.

40. That Miss Marie Dawson, of Wake Hall, 21st Street and Oklahoma Avenue, Northeast, Washington, D. C., be appointed Clerk-Stenographer in the School of Law for a term of four and one-half (4-1/2) months, at a salary of $120.00 per month, subject to any and all reductions; this appointment to begin February 16, 1945 and to expire automatically June 30, 1945.

Upon motion, this recommendation was approved.

41. That the accumulated and unobligated portion of the sum of $1,080.00 heretofore appropriated by the Board of Trustees for the salary of a clerk-stenographer in the School of Law for the year ending June 30, 1945 be made available for the employment of a clerk-stenographer in the School of Law for the remainder of the period ending June 30, 1945, at a rate of pay not to exceed $1440 per year.

Upon motion, this recommendation was approved.

SCHOOL OF MUSIC:

The President presented the following recommendations from the Dean of the School of Music:

42. That the student named below, having fulfilled all the requirements for graduation from the School of Music, including the payment of fees, be recommended to the Board of Trustees to receive the degree indicated opposite her name, as of the end of the First Summer Session, 1944:

Name	Degree
Tyler, Beatrice Joyner	Bachelor of School Music

Upon motion, this recommendation was approved.

43. That Mr. Felix F. Weir, 2549 Eleventh Street, N. W., Washington, D. C., Chicago Musical College, 1904, be appointed Part Time Instructor of Violin at a salary of $100 per quarter for the period beginning January 3, 1945, automatically expiring March 22, 1945.

Upon motion, this recommendation was approved.

44. That the student named below, having fulfilled all the requirements for graduation from the School of Music, including the payment of fees, be recommended to the Board of Trustees to receive the degree indicated opposite his name,

as of the end of the Fall Quarter, 1944-1945:

Name	Degree
Pyke, Lancelot Allen	Bachelor of School Music

Upon motion, this recommendation was approved.

EVENING SCHOOL:

The President presented the following recommendations from the Director of the Evening School:

45 (a). That the persons from the regular instructional staff listed on the appended roster be appointed to the instructional staff for the Winter Quarter of the Evening School of 1945 at the respective salaries noted.

(b). That the persons listed as visiting instructors be appointed to the instructional staff of the Evening School at the respective salaries stated:

A. VISTING INSTRUCTORS

Anderson, Lucille, Instructor in Piano
Mus.B., 1940, Howard University; Mus.M., 1941, Oberlin Conservatory of Music. At present, instructor in Piano at Howard University (17 piano students, equivalent to two classes) .....$ 400.00

Anderson, Robert E., Instructor in Piano
Mus.B., 1939, Howard University; at present working in the Federal Government (Twelve piano students) 240.00

Bayton, James, Lecturer in Psychology
B.S., 1935, M.S., 1936, Howard University; Ph.D., 1943, University of Pennsylvania; former Head of Department of Psychology, Virginia State College; at present Social Science Analyst, Division of Program Surveys, Bureau of Agricultural Economics 300.00

Braun, Kurt, Lecturer in Economics
J.S.D., 1922, University of Breslau; 1942, instructor at University of New Hampshire; 1943 to present, teacher of economics, Howard University Evening School; member of staff Brookings Institution and consultant, War Department Industrial Personnel Division. 360.00

Brown, Ruth A., Instructor in Classics
A.B.,1928, Wellesley; M.A., 1931, Columbia University; Ph.D., Catholic University, 1944; 1930-33, instructor of Latin, Virginia State College; 1933 to present, instructor Washington Public Schools 1933 ..... 200.00

Brown, Theressa Wilson, Lecturer in English
A.B., 1924, Oberlin College; A.M., 1929, Ph.D., 1943, University of Pittsburgh; at present member of Faculty of Miner Teachers College; member of Howard University Evening School staff 230.00

Caliver, Ambrose, Lecturer in Education
A.B., 1915, Knoxville College; A.M., 1920, University of Wisconsin; Ph.D., 1930, Teachers College, Columbia University; at present Specialist in Negro Education, U. S. Office of Education ..... $ 360.00

Curtis, William C., Instructor in Chemistry
B.S., Howard University, 1931; M.S., 1934, Howard University; graduate work at the University of Wisconsin; at present teacher of chemistry in Washington Public Schools 200.00

Davis, Stephen, Instructor in Mechanical Engineering
B.S. in M.E., 1936, Howard University; graduate work at Cornell University; 1936-43 instructor in Mechanical Engineering, Howard University; at present on leave from Howard University; 1944-45, Assistant Engineer, Bureau of Standards 200.00

Dunham, Warren H., Lecturer in Sociology
Ph.D., University of Chicago; Assistant Professor of Sociology at Wayne University; at present on leave of absence from Wayne as Consultant in Federal Government 230.00

Feinstein, Hyman I., Instructor in Chemistry
A.B., 1930, University of Michigan; M.A., 1932, Columbia University; assistant in chemistry, 1930-36, Long Island University; 1936-40, National Bureau of Standards as a Junior Analytical chemist; 1941, Assistant Chemist, National Bureau of Standards.... 200.00

Gray, Donald, Lecturer in Social Work
A.B., 1928, Pennsylvania State College; graduate work in School of Applied Social Work at Western Reserve University, 1928-30; graduate work at New York School of Social Work; formerly on State Staff of Pennsylvania and Louisiana as Public Welfare Administrator; at present Acting Superintendent of Public Assistance in District of Columbia 230.00

Hamburger, Ludwig, Lecturer in Economics
Educated in the Universities of Freiburg, Marburg and Berlin; teacher of Labor Legislature and Labor Problems in the University of Geneva, Switzerland; research staff, Brookings Institute, July 1940 to December 1941; Assistant Professor of Economics, University of Denver, first half of 1942; Board of Economic Welfare, first half of 1943; at present member of staff of Brookings Institute 360.00

Hawkins, Grayce, Instructor in Piano
Mus.B., Howard University; graduate work in Music at Eastman School of Music, Rochester, New York during the summer of 1944 .. 180.00

House, Christopher, Instructor in Commerce and Finance, A.B.,1929, University of Kansas; A.M., 1943, Howard University 200.00

Ives, Margaret, Lecturer in Social Work
A.B., Vassar College, 1924; M.A.,1929, University of Michigan; Ph.D., 1938, University of Michigan; taught Continuation School, Elizabeth, New Jersey, 1924-28; psychologist, Wante County Juvenile Court, Michigan; psychologist, Henry Ford Hospital (Division of Neuro-psychiatry); at present, psychologist, St. Elizabeth's Hospital, Washington, D. C. $ 300.00

Kegan, Lawrence, Instructor in Economics
A.B., A.M., Columbia University; graduate work at Columbia University; formerly technical consultant with the Office of Price Administration, 1941; research secretary for the Combined Copper Committee of the War Production Board, 1942; at present, executive assistant to the Operations Vice Chairman of the War Production Board 200.00

Lawson, Victor, Instructor in English
B.A., 1938; M.A., 1939, Howard University; formerly Instructor in English, Virginia Union University; at present consultant in the Federal Government 200.00

Leland, Wilfred, Lecturer in Economics.
A.B., 1937; A.M., 1940, University of Minnesota; Job Analyst for Minority Groups in War Department; at present Economic Consultant, F.E.P.C. 230.00

Lewis, Hylan, Lecturer in Social Science
A.B.,1932, Virginia Union University; A.M., 1936, University of Chicago;formerly instructor in Sociology at Howard University; professor in charge of Social Science at Talladega College; at present employed with the Office of War Information 230.00

Long, Howard H., Lecturer in Education
Second Assistant Superintendent of Schools in Charge of Research and Chairman of the Board of Examiners, Division X-XIII 360.00

Martz, Helen, Lecturer in Social Work
B.A., University of Pennsylvania; MSW, Pennsylvania School of Social Work; at present, working on thesis to complete doctorate from Bryn Mawr College 230.00

Mayle, Bessie, Instructor in Voice
A.B., Spelman College, 1931; M.A., 1932, Boston University (Sixteen voice students) 320.00

Mayo, Catherine G., Lecturer in Romance Languages
A.B., Smith College; M.S., Columbia University; study at University of Paris; Head of Foreign Languages Department for ten years at Virginia State College; instructor in Washington Public Schools since 1935 ..... 230.00

McAllister, Dorothy M., Instructor in English
B.S., 1925, University of Southern California; B.S., Library Science, 1933, Columbia University; M.A., 1935, Adult Education, Columbia University; instructor in English 1927-30, Southern University; 1931-37, Assistant Librarian, Howard University Library; at present Supervisor Circulation Department, Howard University Library 200.00

McDowell, Sophia Fagin, Lecturer in Sociology
A.B., 1936; A.M., 1939, University of Chicago .....$ 230.00

Miles, Theodore C., Instructor in Classics
A.B., New York University, 1928; M.A., 1930, New York University; graduate work at Columbia University and Catholic University; formerly instructor in Latin at Morehouse College, 1931-32; teacher in the Washington Public Schools since 1933 ..... 200.00

Montgomery, Margaret, Instructor in Voice
Mus.B., Howard University 1940; formerly instructor at Florida A. and M. College; at present teacher in Washington Public Schools 200.00

Murphy, Marion M., Instructor in English
A.B., 1927, Virginia State College; M.A., 1934, Columbia University; instructor in English, Halifax, Virginia, 1932-34; 1927-32, instructor in English, Clinton, North Carolina; formerly instructor in English, Virginia State Teachers College 200.00

Oldham, M. Brent, Lecturer in Commerce and Finance
B.S., Howard University; M.B.A., New York University, formerly instructor in Commerce and Finance, Lincoln University, Missouri; at present Price Executive, Office of Price Administration 230.00

Pajus, Jean, Lecturer in Political Science
Ph.D., 1937, University of Paris;taught at University of Melbourne, Australia; taught at Cleveland College; University of California; written numerous publications; at present, Chief Economic Analyst in Foreign Economic Administration 360.00

Prevedon, Francis, Lecturer in Russian
Ph.D., University of Chicago, 1927; 1927-33, instructor at DePaul University in Chicago; 1930, University of Chicago; 1927-32, Research Assistant; 1933-34, College of St. Scholastica, Duluth, Minnesota; 1938-41, Duquesne University; 1941-42 College of New Rochell; 1942 to present, George Washington University; the Graduate School of the U. S. Department of Agriculture, 1943-44..... 360.00

Pitts, Ella Johnson, Instructor in English
A.B., 1943; M.A., 1944, Howard University 200.00

Reid, Irene Miller, Lecturer in Mathematics
A.B., 1921; A.M., 1922, Howard University; graduate student, Catholic University of America; instructor in mathematics, Howard University Evening School, 1943-44; at present member of Miner Teachers College staff 230.00

Robinson, Carl, Lecturer in Piano
Mus.B., 1925, Northwestern University; at present employed by the Federal Government 140.00

Rodgers, Lillian Jetton
B.A., Bennett College; M.S., University of Wisconsin; formerly instructor at Bennett College; instructor in the Home Economics Department at Clark University; at present employed by the Bureau of Standards, Textiles and Clothing Division ..... $ 200.00

Skinner, F. Mydell, Instructor in Organ and Piano
Mus.B., Howard University, 1942 ..... 300.00
(Fifteen organ and piano students)

Townes, Charles H., Lecturer in Physical Science
B.S., 1935, Virginia State College; M.S., Pennsylvania State College, 1938; Ph.D., 1942, Pennsylvania State College; instructor in Physics, Virginia State College, 1936; 1941, research assistant for U.S.Navy; 1941, research for Hamilton Watch Company 230.00

Ware, Caroline, Lecturer in History
A.B., 1920, Vassar College; A.M., 1924; Ph.D., 1925, Radcliffe College 360.00

Wilkins, Georgine, Lecturer in English
B.S., 1911, New York State College for Teachers; M.A., 1930, New York State College for Teachers; graduate study at Catholic University, and Middleberry College; taught at Coppin Normal School, Baltimore, Maryland; teacher at Miner Teachers College for nineteen years 230.00

Williams, Blanche K., Instructor in Shorthand and Typing
A.B., 1935, Howard University; M.A., 1938, Columbia University; teacher in the Washington Public Schools; formerly secretary to the Dean of the School of Pharmacy, Howard University 300.00

Wormley, Margaret Just, Instructor in English
A.B., 1934, Emerson College; A.M., 1936, Boston University; formerly instructor of English at Virginia Union University; Virginia State College and Miner Teachers College; Rosenwald Fellow, 1941-43 ..... 200.00

Johnson, Rowena, Instructor in Home Economics
B.S., Cheyney State Teachers College; graduate work at Atlanta University; teaching experience in Philadelphia schools 200.00

GENERAL

Mayo, William H., Dispensing Clerk for Chemistry Department 100.00

Porter, Gladys Elizabeth, Laboratory Assistant Economics Department . 100.00

B. Teachers from the Regular Staff of the University

DEPARTMENT		SALARY
Commerce and Finance		
Lewis, Jesse W.	Assistant Professor	$ 230.00

B. Teachers from the Regular Staff of the University (Continued)

DEPARTMENT		SALARY
Education		
Wright, Marion	Assistant Professor	$ 230.00
German		
Williams, Charles G.	Instructor	200.00
Home Economics		
Farmer, Helen	Instructor	200.00
Sewell, Louise	Instructor	200.00
Humanities		
Seiferth, Wolfgang	Associate Professor	300.00
Music		
Cohen, Charles Cecil	Assistant Professor	230.00
Philosophy		
Holmes, Eugene C.	Assistant Professor	230.00
Political Science		
Dorsey, Emmett E.	Instructor	200.00
Psychology		
Sumner, Francis	Professor	360.00
Romance Languages		
Justiniani, Eunice	Instructor	200.00
Sociology		
Edwards, G. Franklin	Instructor	200.00
Frazier, E. Franklin	Professor	360.00

C. PUBLIC EXTENSION PROGRAM

HONORARIA

Bell, Artie, Instructor in Home Economics
Ten Lectures 100.00

Hurley, Granville Warner, Instructor in Architecture
Ten Lectures 100.00

Jones, Lois Mailou, Instructor in Design
Ten Lectures 100.00

Mitchell, Lillian, Assistant Professor of Music
Ten Lectures 100.00

Reeves, Elizabeth W., Instructor in English
Ten Lectures 100.00

C. PUBLIC EXTENSION PROGRAM (Continued)

Welles, James L., Instructor in Art
Ten Lectures ..... $ 100.00

Wormley, Stanton L., Assistant Professor of German
Ten Lectures ..... $ 100.00

Upon motion, this recommendation was approved.

COLLEGE OF MEDICINE:

The President presented the following recommendations from the Dean of the College of Medicine:

46. That the resignation of Mrs. Marylouise Marshall Gilkesson, stenographer-clerk, part-time, Department of Pharmacology, be accepted as of the close of business on January 24, 1945.

Upon motion, this recommendation was approved.

47. That Dr. Robert A. Deane, 1227 Girard Street, N. E., be appointed voluntary Clinical Assistant in Obstetrics and Gynecology, without stipend, beginning January 1, 1945 and expiring automatically June 30, 1945.

Upon motion, this recommendation was approved.

48. That Dr. Ellwood Harris, 216 T Street, N. W., be appointed Voluntary Assistant in the Department of Medicine, Division of Dermatology and Syphilology, without stipend, beginning January 24, 1945 and expiring automatically June 30, 1945.

Upon motion, this recommendation was approved.

49. That Dr. Justin Plummer, 1808 9th Street, N. W., be appointed Temporary Technician (diener), full-time, Department of Surgery, vice Miss Johnnay B. Walker, recently transferred to another department, at a salary at the rate of $1,500 per annum, subject to any and all reductions, beginning February 1, 1945, and expiring automatically on June 30, 1945, compensation to be computed on a basis of twelve months to the year, with the understanding that -

It shall be agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

50. That the resignation of Dr. Hugh Browne, Assistant Resident in Medicine (Tuberculosis), be accepted as of the close of business on January 24, 1945.

Upon motion, this recommendation was approved.

51. That Dr. Thomas M. Dent, Freedmen's Hospital, be appointed Assistant Resident in Medicine (Tuberculosis), Department of Medicine, full-time, at a salary at the rate of $500.00 per annum, subject to any and all future reductions,

beginning January 25, 1945, and expiring automatically June 30, 1945, the appointment to be subject to discontinuance upon thirty days' notice, and to provisions for the supplying of quarters, subsistence and laundry by the Freedmen's Hospital. (This appointment vice Dr. Hugh Browne, resigned).

Upon motion, this recommendation was approved.

52. That the resignation of Dr. Arthur L. Johnson, Assistant Resident in Medicine, be accepted as of the close of business on January 23, 1945.

Upon motion, this recommendation was approved.

53. That Dr. George P. Brown, Freedmen's Hospital, now serving an appointment as Clinical Assistant in the Department of Medicine, be appointed Assistant Resident in Medicine, vice Dr. Arthur L. Johnson, resigned, full-time, at a salary at the rate of $130.00 per annum, subject to any and all reductions, beginning February 1, 1945, and expiring automatically on June 30, 1945; compensation to be computed on a basis of twelve months to the year; this appointment to be subject to the provisions for the supplying of quarters, subsistence and laundry by the Freedmen's Hospital.
(Approval of this recommendation to cancel Dr. Brown's appointment as Clinical Assistant in Medicine without compensation).

Upon motion, this recommendation was approved.

54. That the present contract of Dr. Donald Keller, Teaching Fellow in the Department of Medicine, which reads as follows:

> "That Dr. Donald Keller, Freedmen's Hospital, Washington, D. C., be appointed Teaching Fellow, Department of Medicine, full-time, for one year, at a salary of $1,200 per annum, subject to any and all future reductions, compensation to be computed on a basis of twelve months to the year, beginning July 1, 1944, and automatically expiring June 30, 1945,"

be modified to read as follows:

> That Dr. Donald Keller, Freedmen's Hospital, Washington, D. C., be appointed Teaching Fellow, Department of Medicine, part-time, for the period beginning February 1, 1945 and expiring June 30, 1945, at a salary of $800.00 per annum, subject to any and all future reductions, compensation to be computed on a basis of twelve months to the year, with the understanding that he will be available from 9:00 A.M. to 5:00 P.M. daily, and that he will continue to assume the same teaching responsibilities at which he is now engaged.

Upon motion, this recommendation was approved.

55. That Mr. Bernard S. Jefferson, Associate Professor of Law (on leave) be appointed as Lecturer in Medical Jurisprudence at a stipend of $150.00 for the Spring Quarter -- March to June, 1945 -- with the understanding that he will organize and give the legal phase of the course to our class of senior medical students. This appointment to cover the period from March 27 to June 30, 1945.

Upon motion, this recommendation was approved.

56. That Dr. H. H. Brewer, 3560 13th Street, N. W., be appointed voluntary Assistant in the Department of Surgery, without stipend, beginning January 1, 1945 and expiring automatically June 30, 1945.

Upon motion, this recommendation was approved.

57. That Dr. Everett G. Weir, Assistant Professor of Physiology, be granted Sabbatical leave of absence, at half pay, for the period beginning April 1, 1945, and expiring automatically on March 31, 1946, with the understanding that during this period Dr. Weir will engage in activities aimed at enhancing his experience in relation to the teaching of Physiology in the College of Medicine.

Upon motion, this recommendation was approved.

58. That Mr. Bernard Randolph, freshman student in the College of Medicine, be appointed Student Assistant in the Medical Library, vice Mr. John Green, who graduates on December 22, 1944, part-time, at a stipend at the rate of $333.33 per annum, this appointment to begin December 22, 1944, and to expire automatically on June 30, 1945, with the understanding that -

The stipend above mentioned shall be applied to the payment of tuition for Mr. Randolph as a student in the College of Medicine.

Upon motion, this recommendation was approved.

59. That the resignation of Mr. John Green, Student Assistant in the Medical Library, be accepted as of the close of business on December 21, 1944.

Upon motion, this recommendation was approved.

60. That Miss Clotilde Durham, 419 East 48th Place, Chicago, Illinois, be appointed Assistant Medical Technician, Freedmen's Hospital, vice Miss Margaret S. Jennings, resigned, full-time, at a salary at the rate of $1,620 per annum, subject to any and all future reductions, beginning February 1, 1945, and expiring automatically on June 30, 1945, compensation to be computed on a basis of twelve months to the year, with the understanding that -

It shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.
(This salary to be paid from funds made available on transfer basis from Freedmen's Hospital).

Upon motion, this recommendation was approved.

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61. The following report and recommendations of the Committee on the School of Medicine were submitted:

(1) Under date of October 24, 1944, the Board of Trustees in semi-annual session assembled, voted to approve the following recommendation of the Special Committee of the Board of Trustees appointed to hear a committee of the faculty of medicine:

"The President of the University is making his fifth attempt to secure funds from the Federal Government to pay all salaries

recommended by the Dean of the School of Medicine under the accelerated program. Recommended that, pending the outcome of these negotiations, the Board of Trustees vote:

"1. To hold all further payments now under consideration in status quo.

"2. To refer to the Executive Committee with power to act any recommendations bearing thereon which may be subsequently presented to the Executive Committee by the Committee on the School of Medicine."

The fifth attempt of the President, referred to above, is of record in the Federal Security Agency, 1946 estimates, page 19, Section A, and pages 20-21, Section A, 1-8, in the amount of $24,925.

(2) The President reports that this proposal was not approved by the Bureau of the Budget.

(3) It is clear, therefore, that the University is now in possession of the final decision of the Bureau of the Budget, and that it can no longer be hoped that the Government will make an appropriation to support additional pay for the faculty of medicine for teaching under the accelerated program.

(4) The committee recommends therefore, that the Trustees abandon the proposed program of affording extra pay for services under the accelerated program, and that such salary increases as may hereafter be considered by the Trustees be directed toward the establishment of adequate annual salaries under existing contracts.

(5) If the above recommendation is approved, it is the opinion of the committee that the broad equities of the situation as a whole--now quite changed from the limited situation covering the fiscal year 1943-44--require that all regular salaried members of the faculty shall have received equal consideration in relation thereto.

We, therefore, recommend that in completion of the first and final payment to be made to the faculty under the program of extra pay for acceleration, now to be abandoned, the following nine members of the faculty be paid one-sixth of one year's basic pay (1943-44 being used as the norm) as follows:

Name	Title	Basic Annual Salary	One-Sixth Payment
Department of Anatomy			
McKinney, Roscoe L.	Professor	$ 4,500.00	$ 750.00
Cobb, W. Montague	Professor	4,000.00	666.66
Young, M. Wharton	Asso. Professor	3,700.00	616.66
Gregory, Monroe G.	Assistant	1,200.00	200.00
Department of Bacteriology			
Cornely, Paul B.	Asso. Professor	4,500.00	750.00
Moore, Ruth E.	Asst. Professor	2,900.00	483.33

Name	Title	Basic Annual Salary	One-Sixth Payment
Department of Biochemistry			
Wilkerson, Vernon A.	Professor	$ 4,500.00	$ 750.00
Newman, Lloyd H.	Asso. Professor	3,500.00	583.33
Department of Pharmacology			
Maloney, Arnold H.	Professor	4,500.00	750.00

(6) It is the opinion of the Committee on the School of Medicine that the abandonment of the proposed program of extra pay for acceleration obligates the Trustees to examine all the more thoroughly the question as to whether the annual salaries of the regular members of the faculty of medicine are as adequate in all cases as they should be, for teachers who are engaged on a twelve months' basis and who, being thus engaged, may be called upon from time to time to perform such services as are now required by the accelerated program.

It is the opinion of the committee that some of these salaries, especially in the pre-clinical branches, are relatively low, and that steps are now in order to make such advances in them, retroactively if possible, as the resources of the University will permit.

We recommend, therefore, that the Dean of the College of Medicine be invited to submit for the early consideration of the Trustees, recommendations for increases in the salaries of the teachers (pre-clinical) with such others as may seem to him to be needful, and that the Trustees consider the approval of these recommendations to be effective retroactively to July 1, 1944, insofar as the resources of the University will permit.

Upon motion, the above report and recommendations of the Committee on the School of Medicine were approved.

COLLEGE OF DENTISTRY:

The President presented the following recommendations from the Dean of the College of Dentistry:

62. That Mrs. Emma Washington, 665 24th Street, N. E., Apt. No. 66, Washington, D. C., resigned as stenographer-clerk in the office of the Treasurer February 10, 1945, be appointed as stenographer-clerk in the College of Dentistry, Department of Clinical Dentistry, beginning February 12, 1945 and ending automatically June 30, 1945, at the basic salary of $1,500.00 per annum, subject to any and all salary reductions.

Upon motion, this recommendation was approved.

63. That Mrs. Harryetta B. Matthews, R.N., 1735 First Street, N. W., Washington, D. C., be appointed Clinic Nurse in Oral Surgery, beginning January 3, 1945 and ending automatically June 30, 1945, at the basic salary rate of $1,530.00 per annum, subject to any and all salary reductions.

Upon motion, this recommendation was approved.

64. That Barbara E. Ward, Certificate in Dental Hygiene, Howard University, 1939, of 1253 Carrollburg Place, S. W., Washington, D. C., be permitted to pursue

a refresher course in Dental Hygiene in the College of Dentistry for two quarters, beginning January 3, 1945 and ending June 16, 1945, at the usual tuition rate for dental hygienists of $125.00 for three quarters or $83.33 for the period.

Upon motion, this recommendation was approved.

65. That Richard Otagaki, a senior student in the College of Dentistry, be appointed Student Assistant in Operative Dentistry, at a salary of $50.00 per month, beginning as of January 1, 1945 and ending automatically June 30, 1945.

Upon motion, this recommendation was approved.

66. That the unallocated sum of $950.00 remaining in the budget of the College of Dentistry for Trustee Tuition Scholarships be transferred to the item of Wages to be used for Work Scholarships in the College of Dentistry.

Upon motion, this recommendation was referred to the University Scholarship Committee for recommendation.

67. That an additional sum of $350.00 be added to the item of Wages in the budget of the College of Dentistry to be used for Work Scholarship. (Approval of this recommendation will involve an increase in the budget of the College of Dentistry of $350.00 for the year ending June 30, 1945.)

Upon motion, this recommendation was referred to the University Scholarship Committee for recommendation.

68. That a Stenographer-Clerk be appointed full-time in the College of Dentistry, Department of Clinical Dentistry, at the basic salary rate of $1,500.00 per annum, beginning January 20, 1945 and ending automatically June 30, 1945.

Upon motion, this recommendation was approved.

69. That, outside of scheduled school hours, P. A. Fitzgerald, D.D.S., M.S.D., Professor and Head of the Department of Prosthodontia, be permitted to practice dentistry privately in his office for the duration of the War, and that his salary be reduced during this period to the basic rate of thirty-six hundred dollars ($3,600.00) per year, effective as of January 1, 1945, subject to any and all salary reductions.

Upon motion, this recommendation was approved.

70. That a Stenographer-Clerk be appointed full-time in the Student Supply Room, College of Dentistry, beginning January 20, 1945 and ending automatically June 30, 1945, at the basic salary of $1,500.00 per annum, subject to any and all salary reductions.

Upon motion, this recommendation was approved.

COLLEGE OF PHARMACY:

The President presented the following recommendations from the Dean of the

College of Pharmacy:

71. That the sum of $100 be paid Mr. J. W. Lewis for the special offering of Commerce 129 to Pharmacy students during the Autumn Quarter 1944-45. (Payment to be made from the item of Wages available in the budget of the College of Pharmacy.)

Upon motion, this recommendation was approved.

UNIVERSITY LIBRARY:

The President presented the following recommendations from the University Librarian:

72. That the appointment of Mildred Claypoole, 1456 Corcoran Street, N.W., Washington, D. C., as Clerical Assistant in the University Library, at an annual salary rate of $1,440 beginning January 1, 1945 and automatically expiring June 30, 1945, subject to any and all reductions be rescinded.

Upon motion, this recommendation was approved.

73. That the resignation of Mavis W. Davis, 211 T Street, N. W., Washington, D. C., A.B., 1937, Hunter College, as Library Assistant for one-half time, at a monthly salary rate of $60, be effective at the end of the day, January 15, 1945, the last day on which she actually worked.

Upon motion, this recommendation was approved.

74. That Annaise E. Yonge, 1239 New Jersey Avenue, N. W., Washington, D.C., be appointed Library Clerk for one-half time, at a monthly salary rate of $60.00, beginning January 1, 1945 and automatically expiring June 30, 1945, subject to any and all reductions. (This is a temporary appointment)

Upon motion, this recommendation was approved.

DEAN OF WOMEN:

The President presented the following recommendation from the Dean of Women:

75. That Mrs. Stella G. Aiken, Memphis, Tennessee, be reappointed part-time student assistant and relief worker in the women's dormitories at a salary of $67.50 a month, beginning December 25, 1944 and extending to June 15, 1945, when it will automatically expire, subject to any and all deductions. It is understood that $10.00 a month will be deducted for room rent.

Upon motion, this recommendation was approved.

OFFICE OF THE REGISTRAR:

The President presented the following recommendations from the Registrar

of the University:

76. That the resignation of Miss Lorraine Zelly Shivers, stenographer-clerk in the office of the Registrar, be accepted; the date of her active service terminating January 26, 1945, and the date of her discontinuance on the payroll February 15, 1945, 12:00 o'clock noon.

Upon motion, this recommendation was approved.

77. That Mrs. Audrey W. Woodson, 4918 Fitch Place, N. E., Washington, D. C., be temporarily appointed as stenographer-clerk in the office of the Registrar from February 1, 1945 up to and including February 15, 1945, at a basic salary of $1,440.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

78. That beginning February 16, 1945, Mrs. Audrey W. Woodson be probationally appointed as stenographer-clerk in the office of the Registrar at a basic yearly salary of $1,440.00, and automatically expiring June 30, 1945, subject to any and all reductions. Mrs. Woodson will fill the vacancy created by the resignation of Miss L. Z. Shivers.

Upon motion, this recommendation was approved.

OFFICE OF THE TREASURER:

The President presented the following recommendations from the Treasurer of the University:

79. That the services of Mrs. Estelle Ferguson, utility woman in the Cook Hall Dining Hall, be terminated as of December 27, 1944.

Upon motion, this recommendation was approved.

80. That the services of Mrs. Henrietta J. Mitchell, purchase order clerk in the Treasurer's Office, be terminated at the close of business on January 2, 1945, with salary paid to that date.

Upon motion, this recommendation was approved.

81. That Mrs. Frances Campbell, 920 Tea Street, N. W., be appointed, on a six (6) months probationary period, purchase order clerk in the Treasurer's Office, as of January 4, 1945, at a basic salary of $1,260.00 per annum, plus overtime, appointment subject to any and all reductions, and automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

82. That the services of Mr. Nathan Johnson, janitor in Miner Hall, who began working June 19, 1944, be terminated as of October 7, 1944, with salary paid to that time.

Upon motion, this recommendation was approved.

83. That Mr. Chiner L. C. Johnson, 1517 C Street, N. E., be appointed janitor in Miner Hall, as of October 9, 1944, at a basic salary of $85.00 per month, appointment to automatically expire June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

84. That Mrs. Annabelle Woods, 303 O Street, N. W., be appointed waitress in the Coffee Shoppe as of January 22, 1945, at a basic salary of $60.00 per month, plus overtime and board at the rate of $25.00 per month, appointment subject to any and all reductions and automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

85. That Mrs. Mary Coleman, 524 You Street, N. W., be appointed dishwasher in the University Cafeteria, as of January 18, 1945, at a basic salary of $60.00 per month, plus overtime, and board at the rate of $25.00 per month, appointment subject to any and all reductions and automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

86. That Mrs. Grace Jones be appointed dishwasher in the University Cafeteria, as of January 18, 1945, at a basic salary of $60.00 per month, plus overtime, and board at the rate of $25.00 per month, appointment subject to any and all reductions and automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

87. That the services of Mrs. Ethel Myers, who began working as a dishwasher in the University Cafeteriaon January 7, 1945, be terminated as of January 14, 1945, with payment to that date.

Upon motion, this recommendation was approved.

88. That the services of Mrs. Thelma Gause, who began working as a dishwasher in the Cook Hall Dining Hall (ASTRP) on August 12, 1944, be terminated as of January 22, 1945, with salary paid to that date.

Upon motion, this recommendation was approved.

89. That the services of Mrs. Ruth Chappelle, who began working as a utility woman in the Cook Hall Dining Hall (ASTRP) on July 13, 1944, be terminated as of January 26, 1945, with salary paid to that date.

Upon motion, this recommendation was approved.

90. That Mrs. Eula M. Turner, 3017 Georgia Avenue, N. W., be appointed on a thirty day basis, utility woman in the Cook Hall Dining Hall (ASTRP) as of January 27, 1945, at a salary of $60.00 per month plus overtime, plus board at the rate of $25.00 per month, appointment to automatically expire June 30, 1945, and subject to any and all reductions.

Upon motion, this recommendation was approved.

91. That Mrs. Francis Clark, 608 E Street, S.E., who began working as utility woman on December 10, 1944, in the Cook Hall Dining Hall (ASTRP), be transferred to the janitorial services and appointed janitress in the Cook Hall Dining Hall at the salary of $85.00 per month, plus overtime, without board, as of January 16, 1945, on a thirty day basis, appointment to automatically expire June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

92. That Mrs. Estelle Ferguson, 2017 - 5th Street, N. W., be appointed on a thirty day basis as a janitress in all the buildings used by the Army Specialized Training Program, as of February 1, 1945, at a salary of $85.00 per month, plus overtime, appointment to automatically expire June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

93. That the budget of the Treasurer's Office be increased and the Treasurer be authorized to recommend to the Executive Committee, appointment of a student ledger bookkeeper at the rate of $1,620.00 per annum, effective March 1, 1945.

Upon motion, this recommendation was approved.

94. That the budget of the Treasurer's Office be increased and the Treasurer be authorized to recommend to the Executive Committee appointment of a Payroll bookkeeper at the basic rate of $1,620 annually, effective March 1, 1945.

Upon motion, this recommendation was approved.

95. That the salary of Miss Alvesta P. Lancaster, Assistant Cashier, be increased from $1,620.00 annually to $1,800.00, effective January 1, 1945, subject to any and all reductions and automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

96. That contract be authorized with Daycon Products Company, 1009 Ninth Street, N. W., Washington, D. C., for furnishing 40 Waste Receptacles, self-closing type, at a cost of $12.50 each .....$ 500.00

The purchase of these receptacles is necessary to place same in the various dormitories and will be paid from University Funds. The charges will be made as follows:

SE WD	$312.50
SE CH	125.00
SE COH	62.50

Upon motion, this recommendation was approved.

97. That appropriation of $2,414.75 be authorized for the procurement of the following surplus folding chairs and tablet armchairs, available from the Procurement Division:

Folding Chairs, all wood, bentwood, walnut finish, located

at Office of Strategic Service, Rosslyn, Virginia,
643 @ $2.00 . . . . . $1,286.00

Chairs, Tablet Armchairs, walnut finish, A condition,
located at Hill & Tibbetts Warehouse, 1117 Vermont
Avenue, N. W., 301 @ $3.75 . . . . . 1,128.75

Total . . . . . $ 2,414.75

Upon motion, this recommendation was approved.

BUILDINGS AND GROUNDS:

98. That Lloyd Baryorh, student residing at Cook Hall, be appointed as Special Watchman, on a part time temporary basis at the rate of $.50 per hour, beginning November 28, 1944 and ending December 23, 1944, subject to any and all deductions.

Upon motion, this recommendation was approved.

99. That Jarvis J. Douglass, 1223 Howard Street, N. W., be appointed as Storekeeper at $1,860 per year, beginning January 8, 1945, and automatically terminating June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

100. That Carl Jordan, Medical School Student, residing at Cook Hall, be appointed as a Special Watchman on a part-time basis, at the rate of $.50 per hour, beginning January 3, 1945 and automatically terminating June 39, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

101. That the services of Burnadette Bush, Telephone Operator, on a temporary basis, at $1,200 per year, be terminated as of November 27, 1944, the last day of her services.

Upon motion, this recommendation was approved.

102. That the services of Joseph C. Howard, part-time Clerk at the rate of fifty cents per hour, be terminated as of December 6, 1944, the last day of his service.

Upon motion, this recommendation was approved.

103. That Mary L. Woodson of 1032 Lamont Street, N. W., be appointed as a Maid at the rate of $87.50 per month, on a temporary basis for approximately two months, beginning January 23, 1945.

Upon motion, this recommendation was approved.

104. That Mr. Leroy Dillard, janitor at the rate of $90.00 per month, be granted a leave of absence without pay for approximately two months starting January 20, 1945, in order to regain his health.

Upon motion, this recommendation was approved.

105. That the services of Annie Bowens, Maid, at $87.50 per month, be terminated effective as of January 4, 1945, the last day of her active service.

Upon motion, this recommendation was approved.

106. That Ralph Erwin, of 1436 W Street, N. W., be appointed as a laborer on a half full time basis at the rate of $540.00 per year, being one-half full time pay for the position, beginning December 19, 1944 and automatically terminating June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

107. That Dorothy T. Preston of 1738 Lamont Street, N. W., be appointed as a Maid at the rate of $1,050 per year, beginning December 16, 1944 and automatically terminating June 30, 1945.

Upon motion, this recommendation was approved.

108. That the services of Mr. David Vinson, Mechanic's Helper, at the rate of $4.00 per day, be terminated as of December 12, 1944, being the last day of his services.

Upon motion, this recommendation was approved.

OFFICE OF THE TREASURER (Continued)

109. That the budget of the Treasurer's Office for the current year for expenses be increased by $1,601.00.

Upon motion, this recommendation was approved.

110. That the services of Mrs. Louise Jennings, who began working as a dishwasher in the University Cafeteria on January 7, 1945, be terminated as of January 14, 1945, with payment to that date.

Upon motion, this recommendation was approved.

111. That Mrs. Mary Duckett, 1722 Willow Street, N. W., be appointed utility woman in the Cook Hall Dining Hall, at the rate of $85.00 per month, including overtime, plus board at the rate of $25.00 per month, for a total of $110.00 per month, appointment subject to any and all reductions and automatically terminating June 30, 1945.

Upon motion, this recommendation was approved.

SCHOOL OF RELIGION:

The President presented the following recommendations from the Dean of the School of Religion:

112. That the salary of the Secretary of the Dean in the School of Religion be raised from the present base pay of $1,440 per annum to a base figure of $1,620 per annum, to take effect upon the appointment of a new secretary on or about January 8, 1945. This recommendation does not require an increase in the budget of the School of Religion. The cost may be met out of the $1,333 appropriated for the department of Social Ethics and the Sociology of Religion, the

inauguration of which has been postponed until 1945-46.

Upon motion, this recommendation was approved.

113. That the resignation of Mrs. Mildred English Parrish as Secretary to the Dean of the School of Religion be accepted, effective at the close of business on January 8, 1945.

Upon motion, this recommendation was approved.

114. That Miss Margaret Townes, Montclair, New Jersey, be appointed secretary to the Dean of the School of Religion beginning January 7, 1945, at a base annual salary of $1,620, subject to any and all reductions; this appointment to expire automatically on June 30, 1945. The annual sum here recommended is $180.00 in excess of the annual sum now budgeted for the position in question. The sum required by the recommendation for the present fiscal year is approximately $90.00 in excess of the sum now budgeted. This excess is available in the $1,333.00 budgeted for the Department of Social Ethics and Sociology of Religion, the establishment of which has been postponed to the beginning of the next academic year.

Upon motion, this recommendation was approved.

DEAN OF CHAPEL:

The President presented the following recommendation from the Acting Dean of the Chapel:

115. That the resignation of Mrs. Agnes B. Robinson as Secretary to the Office of the Dean of Chapel be acceptedas of December 31, 1944, with payment through that date.

Upon motion, this recommendation was approved.

DISABILITY ALLOWANCE FOR MISS CARRIE E. SNOWDEN:

116. Re action taken by the Executive Committee at its meeting held December 15, 1944, referring to the President with power the recommendation that a disability allowance be granted to Miss Carrie E. Snowden -

The President in letter dated February 17, 1945, approved payment to Miss Snowden of a disability allowance of one-third of her regular annual salary for the fiscal year beginning July 1, 1944 and terminating June 30, 1945, payable in monthly installments during as much of the year as she shall actually remain on an inactive status because of illness.

GIFT OF MR. IRVING A. STERN:

117. The President presented the following copy of a letter written by him to Mr. Irving A. Stern, Gold Tone Studios, Inc., 12 Andrews Street, Rochester, New York:

"January 23, 1945

"My dear Mr. Stern:

"Mr. Walter Morgan has conveyed to me your gracious and thoughtful gift

of $500 for Howard University. On behalf of the Trustees and Faculties of Howard University, I wish to thank you most warmly. After a few days of consideration I shall be glad to write you telling of the use which the Trustees have determined to make of this gift.

"It was quite thrilling to hear from Mr. Morgan about your early life and the conditions under which you have come to be a citizen of our country. I pray that God may keep you, and that He will continue to enrich your life."

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

MINUTES OF EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON, D. C.
MARCH 16, 1945

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MINUTES OF
EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON, D. C.
MARCH 16, 1945

A meeting of the Executive Committee of the Board of Trustees of Howard University was held in the Founders Library, University Campus, March 16, 1945, at 10:00 A.M.

Present:

Dr. George W. Coleman, Chairman
Mr. W. Justin Carter
Mr. V. B. Deyber

Dr. P. B. Young, Chairman of the Board of Trustees
Dr. Mordecai W. Johnson, President of the University
Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Excuses were rendered for Mr. Milton and Dr. Spaulding who were unable to be present.

Prayer by Dr. Johnson.

1. Upon motion, it was voted that the Treasurer of the University be authorized to issue a check for Howard University's share of the expense of the United Negro College Fund campaign for 1945 in the sum of $835.00.

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2. Upon motion, it was voted that the five positions in the $1,440.00 bracket in the office of the Registrar be raised to $1,620.00 per year each, and that the Registrar be notified that other positions in the office of the Registrar will be given due consideration by the Board in the future.

PRESIDENT'S MATTERS

COLLEGE OF LIBERAL ARTS:

The President presented the following recommendations from the Dean of the College of Liberal Arts:

3. That the appointment of Mr. Robert Frye, 2429 Shannon Pl., S.E., Part-time Assistant in Physical Training, ASTRP, be terminated as of the close of school December 3, 1944, because of induction into the Armed Forces.

Upon motion, this recommendation was approved.

4. That the appointment of Charles H. Bush, Instructor in Physical Education for Men, be terminated as of the close of the day, February 14, 1945, because of his induction into the Armed Forces.

Upon motion, this recommendation was approved.

5. That Mr. Theodore Chambers be appointed Part-time Instructor in Physical Education - Army Specialized Training Reserve Program - in lieu of Mr. Charles Bush, at a salary of $251.85, which includes overtime for the period February 15, 1945 through March 31, 1945.

Upon motion, this recommendation was approved.

6. That M. Clarice Hutchinson be appointed Part-time (one-fourth) Stenographer-Clerk in the office of the Director of the Veterans' Counseling and Advisory Service, from February 1, 1945 through February 28, 1945, at a basic salary of $30.00 for the period, subject to any and all reductions.

Upon motion, this recommendation was approved.

7. That M. Clarice Hutchinson be appointed Full-time Clerk in the Army Specialized Training Reserve Program effective March 1, 1945 and terminating March 31, 1945, at a salary of $146.00 for the period which includes overtime. This appointment supersedes the original appointment of Miss Hutchinson at three-fourths time.

Upon motion, this recommendation was approved.

8. That there be added to the budget of the Department of Home Economics the sum of $115.00 in order to permit the department to complete its work for the current academic year.

Upon motion, this recommendation was approved.

9. That the resignation of Rosa B. Nichols as Stenographer-Clerk in the office of the Dean of the College of Liberal Arts be accepted, effective as of the close of the day, February 17, 1945.

Upon motion, this recommendation was approved.

10. That Audrey L. Woodson, S.B., 1938, A. & T. College, be appointed Secretary-Clerk to the Director of the Veterans Counseling and Advisory Service, at a basic annual salary rate of $1,620, subject to any and all reductions; this appointment to begin March 1, 1945, and to terminate automatically June 30, 1945.

Upon motion, this recommendation was approved.

11. (a) That the persons listed on the appended roster be appointed to the instructional staff of the Army Specialized Training Reserve Program for the term beginning February 5, 1945, and ending on April 28, 1945 at the respective salaries noted, which include overtime.

(b) That the persons listed on the appended roster be appointed to the administrative staff of the Army Specialized Training Reserve Program for the pe-

riod beginning April 1, 1945 and ending on April 28, 1945 at the respective salaries noted, which include overtime.

A. TEACHERS FROM THE REGULAR STAFF OF THE UNIVERSITY BY DEPARTMENTS

DEPARTMENT	TEACHING LOAD	PROPOSED SALARY*
CHEMISTRY		
Cooper, Stewart R. Assistant Professor	5	$ 345.00
ENGLISH		
Wormley, Stanton Associate Professor	4	306.66
HISTORY		
Lofton, Williston Instructor	5	230.00
MATHEMATICS		
Daniels, Walter T. Associate Professor	6	460.00
Doggett, John Instructor	6	276.00
PHYSICS		
McIntosh, William Instructor	5	230.00
GEOGRAPHY		
Houston, Ann R. Assistant Professor M.A. in Social Studies, Clark University - Staff of Miner Teachers College	5	357.77

B. ADMINISTRATION AND SUPERVISION **

Miller, Carroll L. Liaison Officer	5	90.12
Hutchinson, M. Clarice Clerk	1/3	48.66

* Includes Overtime
** April 1 - April 28, 1945

Upon motion, this recommendation was approved.

12. That the appointment of Dr. Walter T. Daniels, Associate Professor, Engineering Drawing - Army Specialized Training Reserve Program - be canceled as of the close of school, February 3, 1945.

Upon motion, this recommendation was approved.

13. That Mr. Granville W. Hurley, Instructor, Engineering Drawing, be given an additional load of 3 hours per week, for the period February 5, 1945 through March 31, 1945. The total load to be carried by Mr. Hurley will be 6 hours, at a salary of $192.17 which includes overtime for the period February 4, 1945 through March 31, 1945.

Upon motion, this recommendation was approved.

14. That Lois Jones, Instructor in Art, be granted sabbatical leave of absence, at half pay, for the academic year 1945-46; this leave to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was referred to the April meeting of the Board of Trustees.

15. That, in accordance with the unanimous vote of the Faculty of the College of Liberal Arts at its meeting on February 20, 1945, the following regulation in re non-matriculated students be abrogated beginning with the Spring Quarter, 1945:

> "That students who have failed to meet the scholarship regulations at this or other universities may be enrolled as non-matriculated students. They cannot, however, become candidates for a degree."

Upon motion, this recommendation was approved.

16. That, in accordance with the unanimous vote of the Faculty of the College of Liberal Arts at its meeting on February 20, 1945, "beginning with the Summer Session,1945, any Liberal Arts student classified as 'non-matriculated' shall be ineligible to continue to pursue courses in the College of Liberal Arts."

Upon motion, this recommendation was approved.

17. That the candidates named below, having fulfilled all the requirements for graduation from the College of Liberal Arts, including the payment of fees, be recommended to the Board of Trustees to receive the degree indicated opposite their names as of the close of the Autumn Quarter, December 23, 1944:

Delaney, Frances Mae	S.B.	Cum Laude
Lane, Florida Mae	A.B.	

By the Faculty of the College of Liberal Arts, meeting in the Assembly Room of Douglass Hall, Tuesday, February 20, 1945, at 12:00 P.M.

Upon motion, this recommendation was approved.

17½. That the appointment of Charles H. Bush, Instructor in Physical Education for Men, be terminated as of the close of the day, February 14, 1945, because of his induction into the armed forces.

Upon motion, this recommendation was approved.

18. That Harold O. Lewis, Instructor in History, be given an extension of

his leave of absence for the Spring Quarter, 1945, in order to continue to serve as Research Analyst in the Analysis Branch of the Office of Strategic Services.

Upon motion, this recommendation was approved.

19. That Jean Pajus, Ph.D., be appointed part-time (1/3) Professorial Lecturer in Political Science for the Spring Quarter, 1945, at a salary of $333.33 for the quarter; this appointment to begin March 27, 1945, and to terminate June 30, 1945.

Upon motion, this recommendation was approved.

20. That our admission regulations be modified as follows:

1. That the following provisions be amended to read as indicated in Number 2 below:

"New students entering Howard University by certificate from schools accredited by a regional association and who rank in the third or fourth quarter of their class are admitted ON TRIAL. A student who is admitted ON TRIAL, if he carries 30 semester hours of work or more for the year must maintain an average of .3 grade points or above; if he carries 24 semester hours of work or less than 30, he must make an average of .6 grade points for the year; if he carries 18 semester hours of work or less than 24, must maintain an average of .8 grade points for the year; if he carries less than 9 semester hours of work, must maintain an average of 1.0 grade points for the year.

"Students admitted ON TRIAL who do not meet the requirements as listed above will not be allowed to re-register at Howard University. (This regulation is effective beginning the first semester, 1940.)

"Only those students graduating in the first and second quarters of their class in high schools which have not as yet been accredited by a regional association but have been accredited by the State Department of Education, may be admitted to Howard University by certificate if they present fifteen acceptable units; such students, however, will be admitted ON TRIAL and must maintain the scholarship average indicated above."

2. Admission by Certificate

Beginning with the school year 1945-46, high school graduates who rank in the upper half of the class in a high school accredited by a regional association or those who rank in the upper quarter of a high school accredited by a State Department of Education will be admitted by certificate if they present fifteen acceptable units.

Upon motion, this recommendation was approved.

21. That, beginning with the school year 1945-46, high school graduates who rank in the lower half of the class in a regionally accredited high school and those in the second quarter of a high school accredited by the State Department of Education may be admitted by examination if they present fifteen accepta-

ble units.

This examination shall consist of a standard test of scholastic aptitude such as is regularly administered to all entering freshmen by the College of Liberal Arts. Satisfactory performance on this test shall be a score at or above the average attained by regularly admitted freshmen.

Upon motion, this recommendation was approved.

22. That James A. Porter, Assistant Professor of Art, be granted sabbatical leave of absence, at half pay, for the academic year 1945-46, this leave to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was referred to the April meeting of the Board of Trustees.

SCHOOL OF ENGINEERING AND ARCHITECTURE:

The President presented the following recommendations from the Dean of the School of Engineering and Architecture:

23. That Mrs. Ella Rosetta Parris, 1517 Caroline Street, N. W., graduate of Braithwaite Business School of New York City, be appointed part-time Assistant, Engineering and Architecture Library, at a salary of $20.00 per month for such library services as may be required from 8:30 A.M. to 12:00 Noon, and from 1:00 P.M. to 5:00 P.M. Mondays through Fridays, and 8:30 A.M. on Saturdays to 1:00, services to begin March 1, 1945 and to automatically terminate on or before June 30, 1945.

Upon motion, this recommendation was approved.

24. That the teaching, course assistants, and other service personnel salaries and wages for conducting the Engineering, Science and Management War Training Program as listed below be approved, subject to change or discontinuance at any time at the direction of the U. S. Office of Education and/or Howard University and subject to the limit of the approved salary budget for the respective ESMWT courses. No part of the ESMWT budget is to be available for obligation longer than the active length of the course or program or for a period longer than sixty days after the cessation of hostilities in the present war.

A. TEMPORARY DAY STENOGRAPHER

Mrs. Ella Parris, appointment as temporary day stenographer, ESMWT Office of the Institutional Representative, on a monthly basis at a salary of $100.00 per month, tenure to begin March 1, 1945 and to automatically terminate on or before June 30, 1945.

B. ADVANCED ELECTRICAL DRAFTING - Code 3016 - 20 Weeks - (300 hours)
Course started Monday, February 19, 1945

Lee J. Purnell (Preparation of course contents, records, etc.)	$ 56.00
Lee J. Purnell (Lecture and Supervised Study)	777.00
Bryant G. Harris (Laboratory Instructor)	406.00
William H. Payne (Laboratory Instructor)	324.00

Upon motion, this recommendation was approved.

25. That the student named below, having fulfilled all requirements for graduation from the School of Engineering and Architecture, and having met the financial requirements of the Treasurer of the University, and the requirements of the Registrar's Office be recommended to the Board of Trustees to receive the degree indicated opposite his name as of the end of the Autumn Quarter:

William J. Mosley, B.S. in Electrical Engineering.

Upon motion, this recommendation was approved.

SCHOOL OF MUSIC:

The President presented the following recommendations from the Dean of the School of Music:

26. That Mr. Felix F. Weir, 2549 Eleventh Street, N. W., Washington, D.C., Chicago Musical College, 1904, now serving under appointment of Part-Time Instructor of Violin at a salary of $100 per quarter for the period beginning January 3, 1945, automatically expiring March 22, 1945, be re-appointed Part-Time Instructor of Violin at a salary of $250 per quarter for the period beginning March 23, 1945, automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

27. That Louia Vaughn Jones, 654 Girard Street, N. W., Instructor of Violin and School Music for the period beginning September 1, 1944, automatically expiring June 30, 1947, at a salary of $2,200 per year, on sabbatical leave with one-half pay for the period beginning September 1, 1944, ending March 20, 1945, now be granted extension of sabbatical leave with one-half pay until June 30, 1945.

Upon motion, this recommendation was approved.

28. (1) That three hundred and fifty tickets be made available to patrons of the Festival of Fine Arts at a fee of three dollars plus tax.

(2) That one hundred and fifty tickets be made available to undergraduate students at a fee of one dollar plus tax.

(3) That the President and Board of Trustees underwrite excess expense over income.

Upon motion, this recommendation was approved.

COLLEGE OF MEDICINE:

The President presented the following recommendations from the Dean of the College of Medicine:

29. That Miss Secondris W. Smith, Clarke Hall, Howard University, be appointed Stenographer-Clerk, part-time, in the Department of Pharmacology, vice Marylouise Marshall, recently resigned, at a salary at the rate of $600 per annum, subject to any and all reductions, beginning February 26, 1945, and expiring automatically on June 30, 1945, compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this

appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

30. That Dr. Paul B. Cornely, Associate Professor of Preventive Medicine and Public Health, be permitted to cooperate with the National Urban League in its community relations project by assisting in health surveys as follows:

New London, Connecticut, during the week of March 12th
Gary, Indiana, during the Spring Quarter, by means of two or three week-end trips from Washington to Gary and return.

Upon motion, this recommendation was approved.

31. That the leave of absence granted Dr. James Lowell Hall beginning January 22, 1944 and terminating January 22, 1945, in order that he could assume the duties of Superintendent of Freedmen's Hospital, be extended to June 30, 1945.

Upon motion, this recommendation was approved.

32. That the present recommendation concerning Dr. John B. Johnson, Associate Professor of Medicine, which reads as follows:

That Dr. John B. Johnson be promoted in rank to Associate Professor of Internal Medicine, full-time, at a salary of $4,300 per annum, and that he be paid additional compensation at the rate of $700 per annum for the period beginning July 1, 1944, and automatically expiring January 22, 1945, for additional duties and services to be rendered in the place of Dr. James L. Hall, on leave of absence which terminates on January 22, 1945, both stipends subject to any and all future reductions .... "

be modified to read as follows:

That Dr. John B. Johnson be promoted in rank to Associate Professor of Internal Medicine, full-time, at a salary of $4,300 per annum, and that he be paid additional compensation at the rate of $700 per annum for the period beginning July 1, 1944, and automatically expiring June 30, 1945, for additional duties and services rendered in the place of Dr. James L. Hall, on leave of absence, both stipends subject to any and all future reductions, and with the understanding that -

1. The appointee shall be available for duty for eleven months during each year of the period of this appointment which expires automatically June 30, 1947, and

2. The appointee shall not engage in the private practice of medicine during the period of this appointment.

Upon motion, this recommendation was approved.

COLLEGE OF DENTISTRY:

The President presented the following recommendations from the Dean of the

College of Dentistry:

33. That Mrs. Rosetta M. Stevens, 2821 Twelfth Street, N. E., Washington, D. C., be appointed on a temporary basis as Stenographer-Clerk in the College of Dentistry, at the basic rate of $1,500.00 per annum, subject to any and all salary reductions. This appointment to begin as of February 28, 1945 and to expire automatically when her successor is chosen on or before June 30, 1945.

Upon motion, this recommendation was approved.

34. That $1,650.00 be added to the Department of Administration in the budget of the College of Dentistry for the school year 1944-45.

Upon motion, this recommendation was referred to the President with power.

35. That the sum of $200.00 be added to the Item of Supplies in the Department of Orthodontics for the school year 1944-45.

Upon motion, this recommendation was approved.

36. That the students named below having fulfilled all of the requirements for graduation from the College of Dentistry, including the payment of fees, be recommended to the Board of Trustees to receive the degree indicated opposite their names as of the end of the Third Quarter, December 22, 1944:

Stanhope Justice Dolton, Grenada, Charlottetown, B.W.I. .... D.D.S.
Frederick Warfield James, Danville, Virginia ..... D.D.S.

By vote of the faculty of the College of Dentistry, meeting in the office of the Dean, on Wednesday, December 13, 1944, at 8:00 P.M.

Upon motion, this recommendation was approved.

DEAN OF WOMEN:

The President presented the following recommendation from the Dean of Women:

37. That Mrs. Dorothy D. Penn, 1340 Kenyon Street, N.W., Washington, D.C., be appointed temporary clerk in the Dean of Women's Office for a period of two months beginning February 1, 1945 and extending to March 30, 1945, inclusive, when the appointment will automatically expire. The basic salary to be $120 a month with any and all reductions.

Upon motion, this recommendation was approved.

SCHOOL OF RELIGION:

The President presented the following recommendations from the Dean of the School of Religion:

38. That the Scholarship and Loan Fund in the School of Religion, made possible by the gift of $135.00 by the Washington Street Baptist Church of Padu-

cah, Kentucky, and the gift of $100.00 by the minister of that church, the Reverend D. E. King, and to be increased by additional gifts from these and other sources, be called the D. E. King Scholarship and Loan Fund of the School of Religion.

Upon motion, this recommendation was approved.

39. That John E. Bentley be appointed part-time instructor in religious education in the School of Religion for the Spring Quarter 1944-45 to serve not more than seven hours a week at $4.00 per hour, beginning March 27, 1945 and automatically expiring June 8, 1945, the number of hours actually taught to be furnished the treasurer each month by the dean of the School of Religion.

This recommendation does not require an increase in the budget of the School of Religion. The necessary funds are in the budget under the pertinent item and are unencumbered.

Upon motion, this recommendation was approved.

40. That R. M. Williams be appointed visiting professor in practical theology in the School of Religion for the Winter Quarter 1944-45 to teach two hours a week, beginning March 27, 1945 and automatically expiring June 8, 1945, at a salary of $200 for the quarter.

This recommendation does not require an increase in the budget of the School of Religion. The necessary funds are in the budget under the pertinent item and are unencumbered.

Upon motion, this recommendation was approved.

41. That Hugo Schiff be appointed visiting professor in Old Testament in the School of Religion for the Winter Quarter 1944-45 to teach four hours a week, beginning March 27, 1945 and automatically expiring June 8, 1945, at a salary of $400 for the quarter.

This recommendation does not require an increase in the budget of the School of Religion. The necessary funds are in the budget under the pertinent item and are unencumbered.

Upon motion, this recommendation was approved.

42. That Robert W. Brooks be appointed part-time instructor in practical theology in the School of Religion for the Spring Quarter 1944-45, to serve not more than two hours a week at $4.00 per hour, beginning March 27, 1945 and automatically expiring June 8, 1945, the number of hours actually taught to be furnished the treasurer each month by the dean of the School of Religion.

This recommendation does not require an increase in the budget of the School of Religion. The necessary funds are in the budget under the pertinent item and are unencumbered.

Upon motion, this recommendation was approved.

43. That E. C. Smith be appointed part-time instructor in practical theology in the School of Religion for the Spring Quarter 1944-45, to serve not more than two hours a week at $4.00 per hour, beginning March 27, 1945 and automatically expiring June 8, 1945, the number of hours actually taught to be furnished the treasurer each month by the dean of the School of Religion.

This recommendation does not require an increase in the budget of the School of Religion. The necessary funds are in the budget under the pertinent item and are unencumbered.

Upon motion, this recommendation was approved.

44. That Howard Stone Anderson be appointed visiting professor in homiletics in the School of Religion for the Winter Quarter 1944-45 to teach two hours a week, beginning March 27, 1945 and automatically expiring June 8, 1945, at a salary of $200 for the Quarter.

This recommendation does not require an increase in the budget of the School of Religion. The necessary funds are in the budget under the pertinent item and are unencumbered.

Upon motion, this recommendation was approved.

FOUNDERS LIBRARY:

The President presented the following recommendation from the University Librarian:

45. That Harriet Moore, 5024 Just Street, N.E., Washington, D. C., be appointed Library Clerk at a monthly salary rate of $120.00, beginning March 7, 1945 and automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

OFFICE OF THE REGISTRAR:

The President presented the following recommendation from the Registrar of the University:

46. That the resignation of Mrs. Audrey H. Woodson as stenographer-clerk in the office of the Registrar at a basic yearly salary of $1,440.00 be accepted, the same to take effect at 5:00 P.M., February 28, 1945.

Upon motion, this recommendation was approved.

OFFICE OF THE SECRETARY:

The President presented the following recommendation from the Secretary of the University:

47. That the resignation of Miss M. Edyth Williams,Clerk in the office of the Secretary, be accepted effective March 31, 1945, with regret due to her departure from the University after twenty years of faithful and efficient service.

Upon motion, this recommendation was referred to the President with power.

OFFICE OF THE TREASURER:

The President presented the following recommendations from the Treasurer of the University:

48. That the resignation of Mrs. Emma M. Washington, purchase order clerk in the Treasurer's Office, be accepted in accordance with her letter, dated February 10, 1945, with salary paid to that date.

Upon motion, this recommendation was approved.

49. That Mrs. Fuchsia Greenwood, 1314 S Street, N. W., be appointed purchase order clerk in the Treasurer's Office, with a six months probationary period, at a salary of $1,620.00 annually, as of February 21, 1945, appointment to automatically expire June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

50. That the resignation of Mrs. Marian Valentine Jordan as Student Ledger Bookkeeper be accepted as of April 8, 1945, in accordance with her letter dated March 12, 1945.

Upon motion, this recommendation was approved.

50½. That Mrs. Mauvice W. Brett, 2710 Sherman Avenue, N.W., be appointed purchase order clerk in the Treasurer's Office, as of March 5, 1945, at a salary of $1,440.00 annually; appointment automatically to expire June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

51. That Mrs. Lucy T. Johnson, 2262 Sixth Street, N. W., be appointed Student Ledger Bookkeeper in the Treasurer's Office, as of March 12, 1945, at a salary of $1,620.00 annually, appointment automatically to expire June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

52. That Miss Sara L. Slack, a student, be reappointed part-time clerk in the Treasurer's Office, from April 1, 1945 to May 31, 1945, inclusive, at the rate of $55.00 per month.

Upon motion, this recommendation was approved.

53. That J. Arnett Frisby, Jr., 1927 - 17th Street, N.W., Apt. 3, be reappointed auditor in the Treasurer's Office for the Army Specialized Training Program and the Engineering, Science Management War Training Program, at an annual salary of $2,500, effective April 1, 1945, appointment subject to any and all reductions and automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

54. That the Treasurer be authorized to make a contract with Mr. Howard H. Mackey, Architect, in the amount of $1,100 to prepare plans and specifications and supervise the installation of the soda fountain in the Home Economics Building.

Upon motion, this recommendation was approved.

55. That the services of Charles Rich, kitchen helper in the University cafeteria, be terminated as of February 21, 1945. (Began working January 12, 1945)

Upon motion, this recommendation was approved.

56. That the services of Mrs. Annabelle Woods, who began working as waitress in the Coffee Shop January 22, 1945, be terminated as of February 13, 1945.

Upon motion, this recommendation was approved.

57. That the services of Miss Edith Russell, who began working as dishwasher in the University Cafeteria Nov. 1,1944, be terminated as of February 22, 1945.

Upon motion, this recommendation was approved.

58. That the services of Miss Helen Coleman, who began working as dishwasher in the Cafeteria on November 27, 1944, be terminated as of February 22, 1945.

Upon motion, this recommendation was approved.

59. That the services of Miss Louise Coleman who began working as dishwasher in the Cafeteria on December 7, 1943, be terminated as of February 22, 1945.

Upon motion, this recommendation was approved.

60. That the services of Miss Mary Coleman, who began working as a dishwasher in the Cafeteria on January 18, 1945, be terminated as of February 22, 1945.

Upon motion, this recommendation was approved.

61. That the resignation of Mrs. Carrie Bryant, counter girl in the cafeteria, be accepted as of February 22, 1945.

Upon motion, this recommendation was approved.

62. That the resignation of Mrs. Sarah Nelson, assistant to the chef in the cafeteria, be accepted as of February 12, 1945.

Upon motion, this recommendation was approved.

63. That Miss Eliza Hamilton, 713 Smith Row, N.W., be appointed dishwasher in the cafeteria beginning March 2, 1945, at a basic salary of $60.00 per month plus overtime with board at the rate of $25.00 per month, appointment to automatically expire June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

64. That Miss Emma Hamilton, 713 Smith Row, N.W., be appointed dishwasher in the cafeteria, beginning March 2, 1945, at a basic salary of $60.00 per month plus overtime with board at the rate of $25.00 per month, appointment to automatically expire June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

65. That Mrs. Willie M. Tillman, 211 K Street, N. W., be appointed dishwasher in the cafeteria, beginning February 27, 1945, at a basic salary of $60.00 per month plus overtime with board at the rate of $25.00 per month, appointment to automatically expire June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

66. That Mrs. Carrie Bradley, 2515 Ontario Road, N.W., be appointed waitress in the Coffee Shop as of February 27, 1945, at a basic salary of $80.00 per month plus overtime and board at the rate of $25.00 per month, appointment subject to any and all reductions and automatically expiring June 30, 1945.

Upon motion, this recommendation was approved.

67. That Mrs. Eliza Ross, 713 Smith Row, N. W., be appointed kitchen helper in the cafeteria as of February 22, 1945, at a basic salary of $60.00 per month plus overtime and board at the rate of $25.00 per month, appointment subject to any and all reductions and automatically terminating June 30, 1945.

Upon motion, this recommendation was approved.

68. That contract be authorized with J. Bird Moyer Company, Inc., 1212 Vine Street, Philadelphia, Pennsylvania, for the purchase of miscellaneous Diamond Cutting Points and Diamond Cutting Discs as the result of Bid No. 59, for the College of Dentistry in the sum of $557.50.

Payment will be made out of University funds chargeable to the budget of Student Operations, College of Dentistry.

Upon motion, this recommendation was approved.

BUILDINGS AND GROUNDS:

69. That the services of Louise H. Capel, Cost Clerk, at $1,600 per annum, be terminated, effective as of March 15, 1945, her resignation being accepted.

Upon motion, this recommendation was approved.

70. That Louise H. Capel of 4527 Dix Street, N. E., be appointed as part-time Cost Clerk at a basic salary rate of $1,600 per annum (48 hours per week) - her hours of work not to exceed 24 hours in any one week, except in necessity, beginning March 27, 1945, subject to any and all deductions.

Upon motion, this recommendation was approved.

71. That Wesley Buckhanon, Skilled Laborer at $4.00 per day, be promoted to Mechanic's Helper at $4.50 per day, beginning February 16, 1945, subject to any and all deductions.

Upon motion, this recommendation was approved.

72. That Mrs. Rae J. Preston, Timekeeper at $1,440 per year, be advanced in salary to $1,600 per year, representing an annual increase of $160, beginning March 16, 1945, and automatically expiring June 30, 1945, subject to any and all deductions.

Upon motion, this recommendation was approved.

73. That the services of Maria P. T. Dawson, Secretary at $1,440, be terminated, effective as of February 15, 1945, the last day of her active service. Her employment began on August 9, 1944.

Upon motion, this recommendation was approved.

74. That Virginia L. Bradshaw, Telephone Operator, at $1,200 per annum, be promoted to $1,320 per annum, beginning March 16, 1945, and automatically terminating June 30, 1945, subject to any and all deductions.

Upon motion, this recommendation was approved.

75. That the services of Viola Dickerson, Maid at $1,050 per annum, be terminated effective as of the last day of her active service, March 15, 1945, her resignation being accepted. She began work in the department on November 11, 1943.

Upon motion, this recommendation was approved.

76. That Charles Scott of 37 H Street, N. E., be appointed Laborer at $1,080 per annum, beginning March 6, 1945, and automatically terminating June 30, 1945, subject to any and all deductions. This is a temporary appointment.

Upon motion, this recommendation was approved.

77. The President submitted the following comments of the Treasurer together with financial statement for the seven months ended February 28, 1945:

The state of student accounts is not in the condition it would be normally as the bills for veterans' tuition for the fall and winter quarters are still unpaid as of February 28. The first payments for the fall quarter have been received in March. Payment of civilian student accounts is proceeding normally.

The spring registration is March 27th. It will probably be April 30 before we have a complete report for this registration. Student fees, exclusive of summer school and evening school and exclusive of the extra quarter in medicine and dentistry are already about $25,000 in excess of the estimate for the year. It is probable that the excess may be as much as $100,000 more than the estimate when the spring registration is completed.

Receipts in the dormitories and dining halls as well as expenses are running in excess of estimate. With the information for the spring quarter in, recommendation will be made for increase in the budget to care for the excess costs in the dining halls and dormitories.

The Army Specialized Training Program will have another reduction at the close of March when the number of 17 year old will be reduced from eighty four to approximately twenty-five. It is proposed now to increase the number again in July so that a skeleton organization for the dining hall will have to be retained.

Additional attention has been given to the government appropriation during the past month and payments on this account have caused the balance in the appropriation to be substantially reduced. The month of March will show a larger reduction. Bills have been received for fuel oil only for the first half of December, and more than $25,000 in fuel oil has already been used to the end of February which has not been charged to our account. This is a further reduction of the unused balance. There is no present indication that the entire government appropriation may not be obligated.

The statement of gifts on pages 18, 19 and 20 indicates a total of $41,379.37 received to February 28. Of this sum $14,189.00 is on account of the Scholarship Fund and $2,702.50 was collected on this account in February.

A letter has just been received to indicate that the late Doctor Wilbur C. Gordon of Los Angeles, California, a graduate of the Medical School in 1904, left a will to provide $5,000 immediately for purpose research in Physiological Chemistry with the balance of his estate, after certain other bequests are made to be held in trust for the benefit of his widow for her lifetime and then paid to Howard University for the purpose specified. A copy of the will has been ordered and more detailed report will be made at a later time.

There are four new employees in the Treasurer's Office since the last report and one additional resignation as of April 8. The additional appointments

in the purchasing department are already proving effective. It is probable that some other adjustments will be made since two of these appointees are on trial. The work of the office, however, should be considerably benefitted by the action of this Committee at its last meeting. In order to accommodate students and others, the business office operates continuously throughout the day now rather than to close down entirely between twelve and one o'clock as formerly.

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

MINUTES OF EXECUT VE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON, D. C.
MAY 18, 1945

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MINUTES OF
EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
MAY 18, 1945

A meeting of the Executive Committee of the Board of Trustees of Howard University was held in the Founders Library, University Campus, May 18, 1945, at 10:00 o'clock.

Present:

Dr. Jacob Billikopf, Chairman
Mr. W. Justin Carter
Mr. Lorimer D. Milton

Dr. Mordecai W. Johnson, President of the University
Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Excuses were rendered for Dr. Spaulding and Mr. Deyber who were unable to be present.

Prayer by President Johnson.

1. Upon motion, it was voted that the next meeting of the Executive Committee be held at 11:00 A.M., Friday, June 22nd.

2. Upon motion, it was voted that $100.00 be appropriated for the Committee on Pre-Dental and Pre-Medical Education in order to pay for the cost of mailing in connection with certain questionnaires as follows:

Mimeographing	$ 20.00
Postage (600 questionnaires at 12 cents each)	72.00
Envelopes, etc.	8.00
Total	$100.00

The above to be expended between May 18th and October 1, 1945.

3. Upon motion, it was voted that the request for leave of absence by Dr. W. Montague Cobb, of the faculty of the College of Medicine, be not approved.

4. Upon motion, it was voted that the names of candidates for degrees, recommended by the respective faculties on or before June 1, 1945, as having fulfilled all the requirements for graduation, as are approved by a committee composed of the President, Secretary and Treasurer of the University, are hereby approved as candidates for graduation at Commencement on June 8, 1945.

5. Several members of the Executive Committee reported that they had received a letter addressed directly to the trustees by Dr. Joseph L. Johnson, head of the Department of Physiology in the College of Medicine. The Executive Committee instructed the Secretary of the University to write Dr. Johnson a letter informing him that they had received his communication and advising him that

in the future such communications should be sent to the trustees through the President of the University in accordance with Article IV, Section 1, of the Charter and By-Laws of the University, which states in part: "The President of the University shall act as the medium of communication between the trustees and the faculties of the several schools and departments and all other persons in the employ of the University." The Committee instructed the Secretary to send a copy of this letter to each trustee.

The President presented the following recommendation:

6. That the following budget for the Social Studies Project of the conference of Presidents of Negro Land Grant Colleges be adopted for the calendar year 1945, per concurrence of the Control Committee of the Project (President Rufus E. Clement, Chairman), Dean Charles H. Thompson, Liaison Officer for Howard University, and Dr. E. Franklin Frazier, Coordinator of the Project; authorization for payment against the budget to be signed by Dr. Frazier and Dean Thompson:

Mr. G. Franklin Edwards	
Assistant to the Coordinator	$ 600.00
Mr. Hugh Smythe	
Assistant to the Coordinator	400.00
Traveling Expenses	250.00
Holding of Conference	250.00
Publication of Proceedings	550.00
Secretarial Assistance	250.00
Materials and Equipment	100.00
	$2,400.00

Upon motion, this recommendation was approved.

GRADUATE SCHOOL:

The President presented the following recommendation from the Dean of the Graduate School:

7. That the budget of the Graduate School be increased for the Fiscal year 1944-1945 to the extent of $1,000 for the following purposes:

1. $440.00 to restore the funds of the Division of Social Sciences, which were spent by this office because they were included in "Supplies and Expenses" in the Administration budget.

2. $510.00 increase to insure the publication of the Proceedings of the Conference of the Social Science Division.

Upon motion, this recommendation was approved.

COLLEGE OF LIBERAL ARTS:

The President presented the following recommendations from the Dean of the College of Liberal Arts:

8. That the resignation of Grace Hammond, Teaching Assistant in the Department of Physical Education for Women, be accepted, this resignation to be effective

as of the close of the day, March 22, 1945.

Upon motion, this recommendation was approved.

9. That the resignation of Datie Mae Bridgeforth, Secretary (part-time) in the Department of Sociology, be accepted as of the close of the day, April 7, 1945.

Upon motion, this recommendation was approved.

10. That Amey V. Mills, a graduate student in the Department of Chemistry, be appointed laboratory assistant in chemistry for the Spring Quarter, 1945, at a stipend of $133.33 for the term.

Upon motion, this recommendation was approved.

11. That Gladys E. Pinkney be appointed laboratory assistant in chemistry for the Spring Quarter 1945, at a stipend of $133.33 for the term.

Upon motion, this recommendation was approved.

12. That the College of Liberal Arts organize according to the following plan:

DIVISIONAL ORGANIZATION

I. Functions:-

A. That each Division have jurisdiction under its own divisional set-up and regulation of

1. Prescribed survey or divisional courses - their scope and nature
2. The other prescribed general degree requirements falling within its scope (e.g. comprehensive examination, etc.)
3. Extension courses, public lectures and conferences which may become a part of the program of the Division

Numbers 1 and 2 contemplate that divisional courses be planned and supervised by separate divisions rather than by separate departments and that they be catalogued accordingly. (It also envisages that comprehensive examinations as a requirement for graduation be subject to divisional planning and administration.)

B. It is recommended that the autonomy of the several departments remain to cover direct jurisdiction and supervision of all courses not expressly designated "division courses" and all course regulations not stipulated above.

C. The functions of the Division shall be considered advisory--to the department and to the faculty.

II. Administration and Organization:-

A. It is recommended that each Division have a Chairman appointed by

the group. Such Chairman may be of full, associate or assistant professorial rank; shall serve for one year and may be re-elected for a second year but not for more than two successive years.

B. The Chairman shall have no administrative authority over Department Heads.

C. For certain purposes, a Division may seek the cooperation of departments in other Divisions.

III. Classification:-

There shall be five Divisions:- The Natural Sciences; the Social Sciences; the Humanities; Teacher Education; and Health and Physical Education.

A. The Division of Natural Science shall include:
Botany, Chemistry, Home Economics, Mathematics, Physics, Psychology and Zoology.

B. The Division of Social Science shall include:
Commerce and Finance, economics, History, Philosophy, Political Science, Sociology

C. The Division of Humanities shall include:
Art, Classical Languages and Literature; English Language and Literature; Germanic Language and Literature; Romance Language and Literature.

D. The Division of Teacher Education shall be the Department of Education.

E. The Division of Health and Physical Education shall include:
Physical Education for Men and Physical Education for Women.

Upon motion, this recommendation was referred to the Committee on Instruction and Research.

13. That Myrtle Thorne (149 W Street, N. W.), A.B., Howard University, 1943; A.M., Smith College, 1944, be appointed Instructor in English for the Spring Quarter at a salary of $600.00 for the quarter; this appointment to begin March 27, 1945, and automatically to terminate June 30, 1945.

Upon motion, this recommendation was approved.

14. That Fred C. Hipp, S.B., West Virginia State College; A.M., Cornell University, be appointed part-time (1/5) Instructor in Physics for the Spring Quarter, 1945, at a salary of $153.33 for the quarter; this appointment to begin March 27, 1945, and automatically to terminate June 30, 1945.

Upon motion, this recommendation was approved.

15. That Theodore Edward Taylor (1332 Girard Street, N.W.), Southern Illinois Normal University, B.S. in Education, be appointed part-time (1/5) Instructor of Physics for the Spring Quarter, 1945, at a salary of $120.00 for the quarter;

this appointment to begin March 27, 1945 and automatically to terminate June 30, 1945.

Upon motion, this recommendation was approved.

16. That Carroll L. Miller, Instructor in Education, be given one-third leave of absence from the regular program of the College of Liberal Arts, for the Spring Quarter, 1945, in order to devote part-time to the coordination of the Army Specialized Training Reserve Program.

Upon motion, this recommendation was approved.

17. That Marjorie Jackson be appointed student assistant in the Department of Classics for the Spring Quarter, 1945, at a salary of $50.00 for the quarter; this appointment to begin March 27, 1945, and automatically to terminate June 30, 1945; payment to be made from the Item "Wages."

Upon motion, this recommendation was approved.

18. That Mildred E. Morris be appointed student assistant in the Department of Physical Education for Women for the Spring Quarter, 1945, at a stipend of $60.00 for the quarter, to begin as of March 27, 1945, and to terminate June 8, 1945; payment to be made from the item "Wages" in the budget of the department.

Upon motion, this recommendation was approved.

19. That Audrey L. Woodson, S.B., 1938, A. & T. College, be reappointed Secretary-Clerk to the Director of the Veterans' Counseling Service, at a basic annual salary rate of $1,620, subject to any and all reductions; this appointment to begin July 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was approved.

20. That the resignation of Mary O. McBride, Assistant Clerk to Heads of Departments in the College of Liberal Arts, be accepted as of the close of the day, April 30, 1945, the last day of her active service.

Upon motion, this recommendation was approved.

21. That the vote of the Executive Committee of the Board of Trustees in Action No. 10, at its meeting held December 21, 1944, be changed to read as follows:

> That to the current budget for Administration in the College of Liberal Arts there be added the sum of $660.00.

Upon motion, this recommendation was approved.

22. That the 1944-45 budget of Intramural Activities for Men be increased as a maximum to the amount of the income from athletic fees and from receipts at intercollegiate games; the actual expenditures to be held to the lowest amount practicable.

Upon motion, this recommendation was approved.

23. That the sum of $450.00 (which represents the balance of the salary of Miss Grace Hammond, Assistant in Physical Education for Women, who resigned March 22, 1945), be made available for use in the Department of Physical Education for Women, in order to permit the department to finish out the year's program.

Upon motion, this recommendation was approved.

24. That John A. Doggett be appointed part-time (2/3) Instructor in Mathematics for the Spring Quarter 1945, at a salary of $400 for the quarter; this appointment to begin as of March 27, 1945, and to terminate June 30, 1945.

Upon motion, this recommendation was approved.

25. That Robert Simha, Assistant Professor of Chemistry, who is serving under an appointment which expires June 30, 1945, be reappointed Assistant Professor of Chemistry for the academic years 1945-46 and 1946-47(according to the revised statement of policy concerning faculty tenure adopted October 28, 1941, which reads inter alia, "All subsequent contracts of persons now in the employ of the University in these ranks shall be so drawn as to make possible and not to exclude a definitive review of qualifications and tenure at the Annual Meeting of the Board of Trustees in April 1947 at which time the Trustees shall take action in each case, effective on June 30,1947"), at a salary of $2500, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1947.

Upon motion, this recommendation was referred to the President with power.

26. That Louis L. Watson (3110 Park Place, N.W.), S.B., 1917, Howard University; B.P.E., 1921, Springfield College, be appointed Associate Professor of Physical Education for Men, Director of Athletics and Coach, for a period of five years, 1945-46, 1946-47, 1947-48, 1948-49, and 1949-50, at a salary of $3,500 a year, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1950.

Upon motion, this recommendation was approved.

27. That authorization be given for the transfer of $125.00 from the item "Scientific Equipment" in the budget of the Department of Chemistry to the budget of the University Library.

Upon motion, this recommendation was approved.

28. That authorization be given for increasing the item "Wages" in the budget of Intramural and Intercollegiate Athletics from $400 to $500 in the 1945-46 budget.

Upon motion, this recommendation was referred to the President with power.

29. That E. Horace Fitchett (Claflin College, Orangeburg, S.C.), A.B., 1926; Howard University, M.A., 1927, be appointed Assistant Professor of Sociology, for an initial period of two years, 1945-46 and 1946-47, at a salary of $2,500 a year, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1947.

Upon motion, this recommendation was approved.

30. That Edward Lawrence Jackson (Johnson C. Smith University, Charlotte, N. C.), S.B., Springfield College, 1931; M.Ed., Springfield College, 1936, be appointed Associate Professor of Physical Education for Men for an initial period of two years, 1945-46 and 1946-47, at a salary of $3,000.00 a year, subject to any

and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1947.

Upon motion, this recommendation was approved.

31. That the sum of $50.00 be made available for wages for student assistants in the Veterans Counseling and Advisory Service for the current Quarter ending June 30, 1945.

Upon motion, this recommendation was approved.

32. That -

(a) The persons from the regular staff listed on the appended roster be appointed to the Instructional Staff of the Army Specialized Training Reserve Program, for the term beginning April 9, 1945 and ending June 30, 1945, at the respective salaries noted, which include overtime.

(b) The persons listed as additional instructors be appointed to the Instructional Staff of the Army Specialized Training Reserve Program for the term beginning April 9, 1945 and ending June 30, 1945, at the respective salaries noted, which include overtime.

(c) The persons listed under administration and supervision be appointed to the staff of the Army Specialized Training Reserve Program for the term beginning April 9, 1945 and ending June 30, 1945, at the respective salaries noted, which include overtime.

A. Instructional Personnel and Salaries for the Regular Staff, by Departments.

DEPARTMENT	TEACHING LOAD	PROPOSED SALARY*
MATHEMATICS		
Cox, Elbert, Asso. Prof.	5	$ 403.88
Doggett, John, Instructor	6	276.00
TECHNICAL PROBLEMS		
Richmond, Addison Asst. Prof.	5	293.88
ENGINEERING		
Daniels, Walter, Asso.Prof.	6	458.00
Purnell, Lee J., " "	6½	496.16
Howard, Darnley, " "	1½	114.50
Smith, E. Allan, Instructor	3	138.00

B. Additional Instructors

DEPARTMENT	TEACHING LOAD	PROPOSED SALARY*
ENGLISH		
** Jordan, Lillian, Instructor	4	$ 235.10
GEOGRAPHY		
** Lofton, Charles, Instructor	5	293.88

C. Administration and Supervision

Miller, Carroll L. Liaison Officer	1/3 (4 weeks)	85.18
	2/3 (8 weeks)	340.72
Hutchison, M. Clarice Clerk	2/3	292.00

Upon motion, this recommendation was approved.

33. That Mr. James T. Chambers, 1606 Corcoran Street, N. W., be appointed Part-time Instructor in Physical Education, Army Specialized Training Reserve Program for the period April 2, 1945 through April 28, 1945, at a salary of $153.33 for the period which includes overtime.

Upon motion, this recommendation was approved.

34. That Mr. John Burr, 760 Fairmont Street, N. W., be appointed Part-time Assistant Professor of Physical Education - Army Specialized Training Reserve Program for the period April 2 through April 28, 1945, at a salary of $166.11 for the period which includes overtime.

Upon motion, this recommendation was approved.

35. That Mr. Theodore E. Taylor, 1332 Girard Street, N. W., be appointed Part-time Instructor in Physics, Army Specialized Training Reserve Program for the period April 2, 1945 through April 28, 1945, at a salary of $84.33 for the period which includes overtime.

Upon motion, this recommendation was approved.

36. That Mr. James T. Chambers, 1606 Corcoran Street, N.W., be appointed Part-time Instructor in Physical Education - Army Specialized Training Reserve Program for the period April 30, 1945 through June 30, 1945, at a salary of $153.33 for the period which includes overtime.

Upon motion, this recommendation was approved.

37. That Mr. John Burr, 760 Fairmont Street, N. W., be appointed Part-time Assistant Professor of Physical Education - Army Specialized Training Reserve Pro-

* Includes overtime
** Previously employed in ASTRP

gram for the period April 30 through June 30, 1945, at a salary of $166.11 for the period which includes overtime.

Upon motion, this recommendation was approved.

38. That Mr. Fred C. Hipp, 1804 S Street, N. W., be appointed Part-time Instructor of Physics, Army Specialized Training Reserve Program for the period April 2, 1945 through April 28, 1945 at a salary of $107.78 for the period which includes overtime.

Upon motion, this recommendation was approved.

39. That Mr. Myron Ross, 1262 2nd Street, S. W., be appointed Part-time Assistant in Physical Training, Army Specialized Training Reserve Program, for the period April 9 through June 30, 1945, at a salary of $172.50 for the period, inclusive of overtime.

Upon motion, this recommendation was approved.

40. That the sum of One Hundred Dollars ($100) be allocated to the Veterans Counseling and Advisory Service for test materials and supplies for the period ending June 30, 1945.

Upon motion, this recommendation was approved.

EVENING SCHOOL:

The President presented the following recommendations from the Director of the Evening School:

41. That -

(a) the persons,from the regular instructional staff listed on the appended roster be appointed to the instructional staff for the Spring Quarter of the Evening School of 1945, at the respective salaries noted.

(b) the persons listed as visiting instructors be appointed to the instructional staff of the Evening School at the respective salaries stated:

A. Teachers from the Regular Staff of the University

DEPARTMENT	RANK	SALARY
Education		
Wright, Marion	Assistant Professor	$ 230.00
German		
Williams, Charles G.	Instructor	200.00
Humanities		
Seiferth, Wolfgang	Associate Professor	300.00

DEPARTMENT	RANK	SALARY
Music		
Cohen, Charles Cecil	Assistant Professor	$ 230.00
Philosophy		
Holmes, Eugene C.	Assistant Professor	230.00
Psychology		
Meenes, Max	Professor	360.00
Romance Languages		
Justiniani, Eunice	Instructor	200.00
Sociology		
Frazier, E. Franklin	Professor	360.00

B. Visiting Instructors

Anderson, Lucille, Instructor in Piano
Mus.B., 1940, Howard University; Mus.M., 1941, Oberlin Conservatory of Music. At present, instructor in Piano at Howard University (Sixteen students, equivalent to two classes) 350.00

Anderson, Robert E., Instructor in Piano
Mus.B., 1939, Howard University; at present working in the Federal Government (Ten students) 200.00

Bayton, James, Lecturer in Psychology
B.S., 1935; M.S., 1936, Howard University; Ph.D., 1943, University of Pennsylvania; former Head of Department of Psychology, Virginia State College; at present Social Science Analyst, Division of Program Surveys, Bureau of Agricultural Economics 300.00

Brown, Ruth A., Instructor in Classics
A.B., 1928, Wellesley; M.A., 1931, Columbia University; Ph.D., Catholic University, 1944; 1930-33, instructor of Latin, Virginia State College; 1933 to present, Instructor Washington Public Schools 200.00

Brown, Theressa Wilson, Lecturer in English
A.B., 1924, Oberlin College; A.M., 1929; Ph.D., 1943, University of Pittsburgh; at present member of Faculty of Miner Teachers College; member of Howard University Evening School staff 230.00

Caliver, Ambrose, Lecturer in Education
A.B., 1915, Knoxville College; A.M., 1920, University of Wisconsin; Ph.D., 1930, Teachers College, Columbia University; at present Specialist in Negro Education,U.S. Office of Education . 360.00

Curtis, William C., Instructor in Chemistry
B.S., Howard University, 1931; M.S., 1934, Howard University; graduate work at the University of Wisconsin; at present teacher of chemistry in Washington Public Schools ..... $ 200.00

Davis, John A., Lecturer in Political Science
A.B., 1933, Williams College; A.M., 1934, University of Wisconsin; graduate work at Columbia University, 1938-41, formerly instructor in Government, Howard University, 1935-36 (part-time); associate professor of Government, Lincoln University 1936-38 and 41; Assistant Director, New York State Committee on Discrimination in Employment, New York State War Council; at present Director, Division of Review and Analysis, F.E.P.C. 300.00

Feinstein, Hyman I., Instructor in Chemistry
A.B., 1930, University of Michigan; M.A., 1932, Columbia University; assistant in chemistry, 1930-36, Long Island University; 1936-40, National Bureau of Standards as a Junior Analytical Chemist; 1941, Assistant Chemist, National Bureau of Standards 200.00

Fitch, Mary Alida, Lecturer in Biological Science
S.B., 1905, A.M., 1906, University of Missouri; Ph.D., 1912, Cornell University 360.00

Fletcher, Franklin, Lecturer in Physics
B.S., 1934, Howard University; graduate work at Harvard University; formerly assistant professor of Physics, 1942-44, Howard University, ESMWT and ASTP; at present assistant physicist at the National Bureau of Standards 230.00

Frisby, Joseph Arnett, Instructor in Commerce
A.B., 1938, Morgan College; M.B.A., Wharton School of Finance and Commerce 200.00

Gray, Donald, Lecturer in Social Work
A.B., 1928, Pennsylvania State College; graduate work in School of Applied Social Work at Western Reserve University, 1928-30; graduate work at New York School of Social Work; formerly on State Staff of Pennsylvania and Louisiana as Public Welfare Administrator; at present Acting Superintendent of Public Assistance in District of Columbia 230.00

**Hamburger, Ludwig, Lecturer in Economics
Educated in the Universities of Freiburg, Marburg and Berlin; teacher of Labor Legislature and Labor Problems in the University of Geneva, Switzerland; research staff, Brookings Institute, July 1940 to December 1941; Assistant Professor of Economics, University of Denver, 1942; at present member of staff of Brookings Institute 75.00

**Braun, Kurt, Lecturer in Economics
J.S.D., 1944, University of Breslau; 1942, instructor at University of New Hampshire; 1943 to present, teacher of economics, Howard University Evening School, member of staff Brookings Institute and consultant, War Department, Industrial Personnel Division ..... $ 285.00

**Professor Hamburger was unexpectedly required to go to the Peace Conference at San Francisco. Hence, Professor Braun was secured to finish the course, and hence the division of the total salary of three hundred and sixty dollars as indicated.

Hawkins, Grayce, Instructor in Piano
Mus.B., Howard University; graduate work in Music at Eastman School of Music, Rochester, New York, during the summer of 1944 .....200.00

Kegan, Lawrence, Instructor in Economics
A.B., A.M., Columbia University; graduate work at Columbia University; formerly technical consultant with the Office of Price Administration, 1941; research secretary for the Combined Copper Committee of the War Production Board, 1942; at present, executive assistant to the Operations Vice Chairman of the War Production Board 200.00

Lewis, Hylan, Lecturer in Social Science
A.B., 1932, Virginia Union University; A.M., 1936, University of Chicago; formerly instructor in Sociology at Howard University; professor in charge of Social Science Survey at Talladega College; at present employed with the Office of War Information 230.00

Long, Howard H., Lecturer in Education
Second Assistant Superintendent of Schools in Charge of Research and Chairman of the Board of Examiners Divisions X-XIII 360.00

Mayle, Bessie, Instructor in Voice
A.B., Spelman College, 1931; M.A., 1932, Boston University
(Twelve voice students) 240.00
(80%)

Mayo, Catherine G., Lecturer in Romance Languages
A.B., Smith College; M.S., Columbia University; study at University of Paris; Head of Foreign Languages Department for ten years at Virginia State College; instructor in Washington Public Schools since 1935 ..... 230.00

Miles, Theodore G., Instructor in Classics
A.B., New York University, 1928; M.A., 1930, New York University; graduate work at Columbia University and Catholic University; formerly instructor in Latin at Morehouse College, 1931-32; teacher in the Washington Public Schools since 1933 ..... 200.00

Montgomery, Margaret, Instructor in Voice
Mus.B., Howard University 1940; formerly instructor at Florida A. and M. College; at present teacher in Washington Public Schools .... $ 240.00

Murphy, Marion M., Instructor in English
A.B., 1927, Virginia State College; M.A., 1934, Columbia University; instructor in English, Halifax, Virginia 1932-34; 1927-32, instructor in English, Clinton, North Carolina; formerly instructor in English, Virginia State Teachers College 200.00

Oldham, M. Brent, Lecturer in Commerce and Finance
B.S., Howard University; M.B.A., New York University; formerly instructor in Commerce and Finance, Lincoln University, Missouri; at present Price Executive Office of Price Administration 230.00

*Pajus, Jean, Lecturer in Political Science
Ph.D., 1937, University of Paris; taught at University of Melbourne, Australia; taught at Cleveland College; University of California; author of numerous publications; at present Chief Economic Analyst in Foreign Economic Administration 26.67

Prudhomme, Charles, Instructor in Social Work
S.B., 1931; M.D., 1935, Howard University; special work in Psychiatry at Provident Hospital in Chicago; formerly employed at the Veterans Hospital, Tuskegee, Alabama; at present instructor in Physiology in the Medical School, Howard University 200.00

Reid, Irene Miller, Lecturer in Mathematics
A.B., 1921; A.M., 1922, Howard University; graduate student, Catholic University of America; instructor in mathematics, Howard University Evening School, 1943-44; at present member of Minor Teachers College staff 230.00

Robinson, Carl, Lecturer in Piano
Mus.B., 1925, Northwestern University; at present employed by the Federal Government 230.00

Rodgers, Lillian Jetton, Instructor in Home Economics
B.A., Bennett College; M.S., University of Wisconsin; formerly instructor at Bennett College; instructor in the Home Economics Department at Clark University; at present employed by the Bureau of Standards, Textiles and Clothing Division 200.00

*Dr. Pajus taught Political Science 205, a graduate course. This course was offered as a part of the regular day program in the Department of Political Science. However, since only $333.33 was available for Dr. Pajus' salary, it was agreed with the approval of the Dean of the College of Liberal Arts that the balance of $26.27 should be paid out of the Evening School Budget in order to provide Dr. Pajus with the same salary he received during the preceding quarter.

Siegel, Morris, Lecturer in Sociology
A.B., 1935, New York City College; Ph.D., 1940, Columbia University; Field Researches, Traveling fellowships for study in Middle America, 1938-39, granted by the Council for Research in the Social Sciences of Columbia University; Archeological field work in central Nebraska, 1940, financed by the Nebraska State Historical Society; Traveling fellowship for study of the food economy of a Spanish American village in New Mexico, 1942, done under the auspices of University of Chicago for the U. S. Indian Service. Research fellowship for the study of the African Art Collection at the New York Public Library, Negro Division, granted in 1937 by the Carnegie Corporation of New York. Formerly Information Analyst, Political Analysis Division, Office of the Coordinator of Inter-American Affairs; instructor in Sociology and Anthropology at Brooklyn College and at the same time, Research Assistant in the Department of Anthropology, Columbia University ..... $ 230.00

Skinner, F. Mydell, Instructor in Piano and Organ
Mus. B., Howard University, 1942. (Fifteen piano and organ students) 320.00

Stone, Olive M., Lecturer in Sociology
Ph.D., 1939, University of North Carolina; formerly taught at the Georgia State Women's College and at the College of William and Mary in Richmond 230.00

Thorne, Myrtle, Instructor in English
B.A., 1943, Howard University; M.A., 1944, Smith College; at present instructor in English at Howard University 200.00

Townes, Charles H., Lecturer in Physical Science
B.S., 1935, Virginia State College; M.S., Pennsylvania State College, 1938; Ph.D., 1942, Pennsylvania State College; instructor in physics, Virginia State College, 1936; 1941, research assistant for U. S. Navy; 1941, research for Hamilton Watch Company ... 230.00

Ware, Caroline, Lecturer in History
A.B., 1920, Vassar College; A.M., 1924, Ph.D., 1925, Radcliffe College 360.00

Wilkins, Georgine, Lecturer in English
B.S., 1911, New York State College for Teachers; M.A., 1930, New York State College for Teachers; graduate study at Catholic University, and Middleberry College; taught at Coppin Normal School, Baltimore, Maryland; teacher at Miner Teachers College for nineteen years 230.00

Williams, Blanche K., Instructor in Shorthand and Typing;
A.B., 1935, Howard University; M.A., 1938, Columbia University; teacher in the Washington Public Schools; formerly Secretary to the Dean of the School of Pharmacy, Howard University 500.00

Sullivan, Dorothea, Instructor in Social Work
A.B.,1926, Trinity College; A.M., 1930, Columbia University; Certificate from Oxford, England; graduate work at Harvard, Western Reserve University, Catholic University and New York School of Social Work; instructor and director of the group work training program, National Catholic School of Social Services ..... $ 230.00

Wormley, Margaret Just, Instructor in English
A.B., 1934, Emerson College; A.M., 1936, Boston University; formerly instructor of English at Virginia Union University; Virginia State College and Miner Teachers College; Rosenwald Fellow, 1941-43 ..... 200.00

C. GENERAL

Mayo, William H., Dispensing Clerk for Chemistry Department 100.00

Porter, Gladys Elizabeth, Laboratory Assistant Economics Department 100.00

D. PUBLIC EXTENSION PROGRAM - HONORARIA

Bell, Artie, Instructor in Home Economics
Ten Lectures 100.00

Cobb, W. Montague, Professor of Anatomy
Ten Lectures 100.00

Holloway, Orieanna, Director of Nursing Education
Ten Lectures 100.00

Hurley, Granville W., Instructor in Architecture
Ten Lectures 100.00

Jones, Lois Mailou, Instructor in Design
Ten Lectures 100.00

Keene, J. Calvin, Assistant Professor of Religion
Ten lectures 100.00

Mitchell, Lillian, Assistant Professor of Music
Ten Lectures 100.00

Welles, James L., Instructor in Art
Ten Lectures 100.00

Wormley, Stanton L., Associate Professor of German
Ten lectures 100.00

Upon motion, this recommendation was approved.

SCHOOL OF ENGINEERING AND ARCHITECTURE:

The President presented the following recommendations from the Dean of the School of Engineering and Architecture:

42. That the teaching, course assistants, and other service personnel salaries and wages for conducting the Engineering, Science, and Management War Training Program as listed below be approved, subject to change or discontinuance at any time at the direction of the U. S. Office of Education and/or Howard University and subject to the limit of the approved salary budget for the respective ESMWT course. No part of the ESMWT budget is to be available for obligation longer than the active length of the course or program or June 30, 1945.

FUNDAMENTALS OF ENGINEERING DRAWING - Code 3020 - 10 Wks. (160 hrs.)
Course started Wednesday April 18, 1945

Granville W. Hurley (Construction of Course Contents, etc.)	$ 18.00
Granville W. Hurley (Instructor)	317.00
Darnley E. Howard (Instructor)	258.00

Upon motion, this recommendation was approved.

43. That Mrs. Ella Rosetta Parris, 1517 Caroline Street, N. W., be appointed Stenographer-Librarian, School of Engineering and Architecture, beginning May 1, 1945 and automatically terminating May 31, 1945, at a basic salary of $120.00 per month, subject to any and all future reductions; this compensation to be inclusive of the payment of $20.00 a month for services as part-time assistant, Engineering and Architecture Library, approved by the Executive Committee of the Board of Trustees, March 16, 1945 (Action No. 23). The instant appointment shall operate to cancel at the close of work on April 30, 1945 Mrs. Parris' appointment as temporary stenographer, ESMWT, approved by the Executive Committee of the Board of Trustees, March 16, 1945 (Action No. 24-A).

Upon motion, this recommendation was approved.

44. That Mr. James S. Braxton, M.E., Instructor in Mechanical Engineering, be granted an extension of leave of absence without pay, beginning March 16, 1945, and automatically terminating June 30, 1945.

Upon motion, this recommendation was approved.

45. That Mr. Nathaniel W. Wright, B.S. in E.E. and B.S. in M.E., be appointed substitute part-time Instructor in Engineering in order to conduct the course in Mechanical Laboratory, M.E. 107 and Hydraulic Laboratory, C.E.112. His schedule to be so arranged as not to interfere with any essential work at the Power Plant. Compensation will be at the rate of $200.00 for the period of the Spring Quarter, tenure beginning March 23, 1945 and automatically terminating June 8, 1945.

Upon motion, this recommendation was approved.

46. That Mr. Henry V. Warrick, B.S. in E.E., Assistant Chief Engineer, Howard University Power Plant, be appointed substitute part-time Instructor in Engineering, to conduct the course in Power Plants, M.E.115, the equivalent of

one hour per day (an off hour), five days per week for the Spring Quarter, 1945, tenure beginning March 23, 1945 and automatically terminating June 8, 1945, at a compensation of $150.00 for the quarter.

Upon motion, this recommendation was approved.

47. That the resignation of Miss Celia V. Stanfield, stenographer-clerk (night) ESMWT Program, be accepted without prejudice as of the close of business Saturday, March 24, 1945.

Upon motion, this recommendation was approved.

48. That Miss Celia V. Stanfield be employed part-time as stenographer-clerk (night) on the ESMWT Program for such time or times as her services may be needed on an hourly basis of $0.70 per hour, not to exceed 20 hours in a given week. Her services are to begin and terminate on such dates as may be set by the Institutional Representative, the present appointment, however, not to extend beyond June 30, 1945.

Upon motion, this recommendation was approved.

49. That the teaching, course assistants, and other service personnel salaries and wages for conducting the Engineering, Science, and Management War Training Program as listed below be approved, subject to change or discontinuance at any time at the direction of the U. S. Office of Education and/or Howard University and subject to the limit of the approved salary budget is to be available for obligation longer than the active length of the course or program or for a period longer than sixty days after the cessation of hostilities in the present war.

<u>APPLIED BASIC MATHEMATICS FOR TECHNICIANS</u> - Code 3019 - 8 Wks. (48 hrs.)
Course started Monday, March 19, 1945

Dudley H. Woodard (Instructor) ..... $ 192.00

<u>ADVANCED TOPOGRAPHIC AND CADASTRAL DRAFTING</u> - Code 3018 - 16 Wks. (128 hrs.)
Course started Tuesday March 13, 1945

Walter T. Daniels (Lecture and Laboratory Instructor) 644.00

Upon motion, this recommendation was approved.

<u>SCHOOL OF MUSIC</u>:

The President presented the following recommendation from the Dean of the School of Music:

50. That Bryant C. Walker be appointed Student Assistant in the Department of Piano for the Spring Quarter, beginning March 27, 1945, automatically expiring June 8, 1945, at a salary of $100 per quarter.

Upon motion, this recommendation was approved.

COLLEGE OF MEDICINE:

The President presented the following recommendations from the Dean of the College of Medicine:

51. That the resignation of Dr. Augustus C. Webb, Assistant Professor of Pathology, be accepted as of June 30, 1945.

Upon motion, this recommendation was approved.

52. That Dr. John W. Sebastian, 123 Randolph Place, N. W., be appointed Assistant in the Department of Pathology, full-time, at a salary of $1,800.00 per annum, subject to any and all future reductions, beginning July 1, 1945, and expiring automatically on June 30, 1946, with the understanding that -

1. It shall be agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

2. During the period of this appointment, the appointee shall be available for duty for eleven months during the year.

Upon motion, this recommendation was approved.

53. That Dr. Lancess McKnight, Media, Pennsylvania, M.D., Howard University, 1930, be appointed Instructor in the Department of Pathology, part-time, at a salary of $1,200.00 per annum, subject to any and all future reductions, beginning July 1, 1945, and expiring automatically on June 30, 1946, with the understanding that the appointee shall be available for services for a period of eleven months.

Upon motion, this recommendation was approved.

54. That the resignation of Mrs. Lorraine K. Brooks, stenographer-clerk, University Health Service, ASTP and ASTRP, be accepted as of the close of business on May 7, 1945. (Mrs. Brooks' last day at work was April 14, 1945.)

Upon motion, this recommendation was approved.

55. That Dr. Charles F. Adams, 1838 13th Street, N. W., Washington, D.C., be appointed Clinical Assistant in Obstetrics and Gynecology, part-time, without compensation, beginning April 1, 1945, and expiring automatically on June 30, 1945.

Upon motion, this recommendation was approved.

56. That Miss Jeanne B. Miles, 1025 Lamont Street, N. W., be appointed Technician in the Department of Pharmacology, full-time, vice Mr. William A. Miller, resigned, at a salary at the rate of $1,200.00 per annum, subject to any and all future reductions, beginning March 24, 1945, and expiring automatically on June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

57. That Miss Constance R. Hunter, 114 Heckman Street, S.E., now serving an appointment as Assistant Medical Technician with special duties in the University Health Service under the ASTP, the appointment to expire on April 30, 1945, be re-appointed Assistant Medical Technician, with special duties in the University Health Service, full-time, at a salary at the rate of $100.00 per month, subject to any and all future reductions, beginning May 1, 1945, and expiring automatically on June 30, 1945, with the understanding that -

It shall be agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

58. That the services of Miss Ursula Sclafford, Student Assistant, part-time, in the Medical Library, be terminated as of March 31, 1945.

Upon motion, this recommendation was approved.

59. That Mr. Albert L. Gaskins, Jr., freshman in the College of Medicine, be appointed Student Assistant in the Medical Library, part-time, vice Miss Ursula Sclafford, at a stipend at the rate of $333.33 per annum, the appointment to begin April 3, 1945, and to terminate automatically on June 30, 1945, with the understanding that -

The stipend above mentioned shall be applied to the payment of tuition for Mr. Gaskins as a student in the College of Medicine.

Upon motion, this recommendation was approved.

60. That the resignation of Mrs. Ida V. Chinn, Assistant to the Medical Librarian, be accepted as of the close of business on March 31, 1945.

Upon motion, this recommendation was approved.

61. That Miss Lelia M. Liverpool, 507 2nd Street, S. W., be appointed Assistant to the Medical Librarian, full-time, vice Mrs. Ida V. Chinn, resigned, at a salary at the rate of $1,200.00 per annum, subject to any and all future reductions, beginning April 2, 1945, and expiring automatically on June 30, 1945; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

62. That the candidate named below, having fulfilled all the requirements for graduation from the College of Medicine, including the payment of fees, be awarded the degree of Doctor of Medicine:

Richard Turfley

Upon motion, this recommendation was approved.

63. That Dr. Stewart J. Johnson, 768 Fairmont Street, N. W., Washington, D. C., be appointed temporary Assistant, part-time, Department of Physiology, vice Dr. Everett G. Weir, on Sabbatical leave beginning April 1, 1945, at a salary at the rate of $875.00 per annum, subject to any and all reductions, beginning April 1, 1945, and expiring automatically June 30, 1945, compensation to be computed on a basis of twelve months to the year, with the understanding that -

With at least thirty days' notice, the appointee may be permitted to resign to accept a full-time residence in Freedmen's Hospital or elsewhere.

Upon motion, this recommendation was approved.

64. That the resignation of Mr. William A. Miller, Technician, Department of Pharmacology, be accepted as of the close of business on March 19, 1945.

Upon motion, this recommendation was approved.

65. That the resignation of Mr. Edward Hawthorne, Student Assistant in the Department of Physiology, be accepted as of January 7, 1945.

Upon motion, this recommendation was approved.

66. That Dr. Paul S. Hough, 1219 Park Road, N.W., Washington, D. C., be appointed temporary Assistant, part-time, Department of Physiology, vice Dr. Everett G. Weir, on Sabbatical leave beginning April 1, 1945, at a salary at the rate of $875.00 per annum, subject to any and all reductions, beginning April 1, 1945, and expiring automatically June 30, 1945, with the understanding that -

With at least thirty days' notice, the appointee may be permitted to resign to accept a full-time residency in Freedmen's Hospital or elsewhere.

Upon motion, this recommendation was approved.

COLLEGE OF DENTISTRY:

The President presented the following recommendations from the Dean of the College of Dentistry:

67. That Alicia M. Howard, Certificate in Dental Hygiene, 1933, Instructor in Oral Hygiene, be reinstated as Instructor in Oral Hygiene at her regular basic salary rate of $1,964.00, subject to any and all salary reductions, the appointment to begin March 26, 1945 and terminate June 30, 1946.

Upon motion, this recommendation was approved.

68. That John Leonard Walker, First Lieutenant in the Dental Corps, Army of the United States, D.D.S., Howard University, March 1944, be appointed Instructor in Operative Dentistry, full time, for the period beginning May 21, 1945 and ending automatically June 30, 1945, at the salary of $320.00 for the period.

Upon motion, this recommendation was approved.

69. That John Leonard Walker, First Lieutenant in the Dental Corps, Army of the United States, D.D.S., Howard University, March 1944, 2401 Ontario Road,

Apt. 206, Washington, D. C., be appointed Instructor in Operative Dentistry, full time, on a twelve months basis, at the basic salary of $2,880.00 per year, beginning July 1, 1945 and ending automatically June 30, 1946, subject to any and all salary reductions.

Upon motion, this recommendation was approved.

70. That C. Carnot Evans, D.D.S., Howard University, 1923; M.S.D., Northwestern University, 1937, Superintendent of Clinics and Associate Professor of Orthodontics, be reappointed Superintendent of Clinics beginning July 1, 1945, and expiring automatically June 30, 1946.

Upon motion, this recommendation was approved.

71. That Drexel B. Harris, D.D.S., 1943, Howard University, Instructor in Operative Dentistry, be appointed Acting Head of the Department of Operative Dentistry, beginning July 1, 1945, and expiring automatically June 30, 1946.

Upon motion, this recommendation was approved.

72. That Percy A. Fitzgerald, D.D.S., 1924, M.S.D., 1936, Northwestern University, Professor of Prosthodontia, be reappointed Head of the Department of Prosthodontia, beginning July 1, 1945, and expiring automatically June 30, 1946.

Upon motion, this recommendation was approved.

73. That John A. Turner, D.D.S., 1926; B.S., 1938, Howard University; M.A., 1940, New York University, Associate Professor of Oral Surgery, be reappointed Head of the Department of Oral Surgery, beginning July 1, 1945 and expiring automatically June 30, 1946.

Upon motion, this recommendation was approved.

74. That Emmett J. Scott, S.B., 1922, Virginia Union University; D.M.D., 1926, Harvard University, Professor of Orthodontics, be reappointed Head of the Department of Orthodontics, beginning July 1, 1945 and expiring automatically June 30, 1946.

Upon motion, this recommendation was approved.

75. That Raymond L. Hayes, A.B., 1931, University of Michigan; D.D.S., 1935, University of Indiana; M.Sc., 1937, University of Michigan, Associate Professor of Oral Medicine, be reappointed Head of the Department of Oral Medicine, beginning July 1, 1945 and expiring automatically June 30, 1946.

Upon motion, this recommendation was approved.

76. That Mollye D. Swanson, B.S., Howard University, 1943, Stenographer-Clerk, be reappointed for the school year 1945-46, on a 12 months basis, at the salary of $1,500.00 per year, subject to any and all salary reductions; this appointment to begin July 1, 1945 and expire automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

77. That Rosetta M. Stevens be reappointed on a temporary basis as Stenographer-Clerk in the College of Dentistry, at the basic rate of $1,500.00 per annum, subject to any and all salary reductions; this appointment to begin July 1, 1945 and to expire automatically when her successor is chosen or on January 31, 1946.

Upon motion, this recommendation was referred to the President with power.

78. That Mrs. Emma Washington be reappointed as Stenographer-Clerk, in the College of Dentistry, Department of Clinical Dentistry, for the school year 1945-46, on a 12 months basis, at the salary of $1,500.00 per year, subject to any and all salary reductions; this appointment to begin July 1, 1945 and to expire automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

79. That Don M. Vernon be reappointed as Manager of the Dental Students Supply Room, of the College of Dentistry, for the school year 1945-46, on a 12 months basis, at the basic salary of $1,800.00 per year, subject to any and all salary reductions; this appointment to begin July 1, 1945 and to expire automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

80. That Benjamin Day Boyd, D.D.S., 1907, Howard University, Instructor in Operative Dentistry, be reappointed for a term of two years at the basic salary of $2,880.00 per year, on a twelve months basis, beginning July 1, 1945 and expiring automatically June 30, 1947, subject to any and all salary reductions.

Upon motion, this recommendation was referred to the President with power.

81. That Joseph H. Nicholson, D.D.S., Howard University; D.D.S., 1929, Northwestern University, Assistant Professor of Dentistry, be reappointed for a term of four years at the basic salary of $2,880.00 per year, on a twelve months basis, beginning July 1, 1945 and expiring automatically June 30, 1949.

Upon motion, this recommendation was referred to the President with power.

82. That Richard Otagaki, Student Assistant in Operative Dentistry, be reappointed at a salary of $50.00 per month, beginning July 1, 1945 and ending automatically September 7, 1945.

Upon motion, this recommendation was referred to the President with power.

83. That Norris H. Atkins, D.D.S., 1930, Howard University, Clinical Assistant in Oral Surgery, be reappointed on a non-salaried basis for the school year 1945-46; this appointment expiring automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

84. That James E. Bowman, D.D.S., Howard University, 1927, be reappointed Clinical Assistant in Oral Surgery on a non-salaried basis for the school year 1945-46; this appointment expiring automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

85. That Millard R. Dean, D.D.S., University of Iowa, 1932, be reappointed Clinical Assistant in Oral Surgery on a non-salaried basis for the school year 1945-46; this appointment expiring automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

86. That Gorham C. Fletcher, D.D.S., Howard University, 1934, be reappointed Clinical Assistant in Oral Surgery on a non-salaried basis for the school year 1945-46; this appointment expiring automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

87. That Roland O. Groomes, D.D.S., 1931, Howard University, Clinical Assistant in Oral Surgery, be reappointed on a non-salaried basis for the school year 1945-46; this appointment expiring automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

88. That Robert C. McMurdock, D.D.S., 1927, Howard University, Clinical Assistant in Oral Surgery, be reappointed on a non-salaried basis, for the school year 1945-46; this appointment expiring automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

89. That Walter L. Washington, D.D.S., Howard University, 1931, Clinical Assistant in Oral Surgery, be reappointed on a non-salaried basis, for the school year 1945-46; this appointment expiring automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

90. That Margaret E. Johnson, Secretary to the Dean, be reappointed for the school year 1945-46, on a 12 months basis, and that her salary be increased from $1,700.00 a year to $1,800.00 a year (representing an increase of $100.00 per year), subject to any and all reductions. The appointment to begin July 1, 1945 and expire automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

91. That Evna L. Penn, B.S. in Commerce, North Carolina College for Negroes, 1939, Record Clerk, be reappointed for the school year 1945-46, on a 12 months basis, and that her salary be increased from $1,500.00 a year to $1,620.00 a year (representing an increase of $120.00 per year), subject to any and all reductions. The appointment to begin July 1, 1945 and expire automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

92. That Miss Eleanor V. Gaines, Certificate in Dental Hygiene, Howard University, 1941, Dental Hygienist and X-Ray Technician, in the College of Dentistry, be reappointed for the school year 1945-46, on a 12 months basis, and that her salary be increased from $1,200.00 a year to $1,620.00 a year (representing an increase of $420.00 per year), subject to any and all reductions. This appointment to begin July 1, 1945 and expire automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

93. That Miss Konnetta E. Putman, B.S., Howard University, 1941; Certificate in Dental Hygiene, University of Minnesota, 1943, be reappointed Dental Hygienist and X-Ray Technician in the College of Dentistry, for the school year 1945-46 on a 12 months basis, and that her salary be increased from $1,500.00 per year to $1,620.00 per year (representing an increase of $120.00 a year), subject to any and all salary reductions; this appointment to begin July 1, 1945 and expire automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

94. That Mrs. Harryetta B. Matthews, R.N., Provident Hospital, 1939, Clinic Nurse in Oral Surgery, be reappointed for the school year 1945-46, on a 12 months basis, and that her salary be increased from $1,530.00 a year to $1,800.00 a year (representing an increase of $270.00 per year), subject to any and all reductions; this appointment to begin July 1, 1945 and expire automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

95. That Gladys H. Eggleton, Stenographer-Clerk, half-time, be reappointed as Bookkeeper, half-time, for the school year 1945-46, on a 12 months basis, and that her salary be increased from $750.00 per year to $810.00 per year (representing an increase of $60.00 per year), subject to any and all reductions; this appointment to begin July 1, 1945 and expire automatically June 30, 1946.

Upon motion, this recommendation was referred to the President with power.

96. That C. Carnot Evans, D.D.S., Howard University, 1923; M.S.D., Northwestern University, 1937, Superintendent of Clinics and Associate Professor of Orthodontics, be advanced in rank from Associate Professor of Orthodontics to Professor of Dentistry, and that his salary be increased from $3,600.00 to $4,000.00 a year on a twelve months basis (representing an increase of $400.00 per year), beginning July 1, 1945, without term, subject to any and all reductions.

Upon motion, this recommendation was referred to the President with power.

97. That Drexel B. Harris, D.D.S., 1943, Howard University, be advanced in rank from Instructor in Operative Dentistry to Assistant Professor of Operative Dentistry for a term of two years, at a salary increase from $2,880.00 to $3,600.00, subject to any and all reductions, beginning July 1, 1945 and ending June 30, 1947.

Upon motion, this recommendation was referred to the President with power.

98. That Raymond L. Hayes, A.B., 1931, University of Michigan; D.D.S., 1935, University of Indiana; M.Sc., 1937, University of Michigan, Associate Professor of Oral Medicine, be advanced in rank from Associate Professor of Oral Medicine to Professor of Oral Medicine, and that his salary be increased from $3,760.00 to $4,620.00 a year (representing an increase of $860.00 per year), beginning July 1, 1945, without term, subject to any and all reductions.

Upon motion, this recommendation was referred to the President with power.

99. That John A. Turner, D.D.S., 1926; B.S., 1936, Howard University; M.A., 1940, New York University, Associate Professor of Oral Surgery, be advanced in rank from Associate Professor of Oral Surgery to Professor of Oral Surgery, and that his salary be increased from $3,600.00 to $4,000.00 a year on a twelve months basis (representing an increase of $400.00 per year), beginning July 1, 1945, without term, subject to any and all reductions.

Upon motion, this recommendation was referred to the President with power.

100. That Emmett J. Scott, S.B., 1922, Virginia Union University; D.M.D., 1926, Harvard University, Professor of Orthodontics, be granted a salary increase from $4,000.00 to $4,620.00 a year, beginning July 1, 1945, subject to any and all reductions.

Upon motion, this recommendation was referred to the President with power.

101. That Dr. Percy A. Fitzgerald, D.D.S., 1924, M.S.D., 1936, Northwestern University, Professor of Prosthodontia, be granted a salary increase from $3,600.00 to $4,000.00 per year on a twelve months basis (representing an increase of $400.00 per year), beginning July 1, 1945, subject to any and all reductions.

Upon motion, this recommendation was referred to the President with power.

102. That Alicia M. Howard, Certificate in Oral Hygiene, Columbia University, 1933, Instructor in Oral Hygiene, on a 12 months basis, be granted a salary increase from $1,964.00 a year to $2,000.00 a year (representing an increase of $36.00 per year), beginning July 1, 1945 and ending June 30, 1946, subject to any and all reductions.

Upon motion, this recommendation was referred to the President with power.

103. That William J. Madison, D.D.S., 1925; M.Sc., 1933, Ohio State University, Associate Professor of Oral Medicine, be reappointed without term, and that his salary be increased from $3,600.00 a year to $4,000.00 a year (representing an increase of $400.00 a year), beginning July 1, 1945, subject to any and all reductions.

Upon motion, this recommendation was referred to the President with power.

104. That Adolphus Walton, D.D.S., 1918, Howard University, Associate Professor of Prosthodontia, without term, be promoted in rank to Professor of Prosthodontia, and that his salary be raised from $3,600.00 to $4,000.00 per year, on a twelve months basis (representing an increase of $400.00 a year), beginning July 1, 1945, subject to any and all reductions.

105. That the persons listed herein be nominated by the Board of Trustees of Howard University for appointment by the Federal Security Administrator on the Oral Surgery Staff of Freedmen's Hospital for the school year 1945-46:

John A. Turner, D.D.S., B.S., M.A.
(Chief Oral Surgeon)

Raymond L. Hayes, A.B., D.D.S., M.Sc.
(Associate Oral Surgeon)

Roland O. Groomes, D.D.S.
(Assistant Oral Surgeon)

Robert C. McMurdock, D.D.S.
(Assistant Oral Surgeon)

Norris H. Atkins, D.D.S.
(Junior Assistant Oral Surgeon)

Millard R. Dean, D.D.S.
(Junior Assistant Oral Surgeon)

James N. Bowman, D.D.S.
(Junior Assistant Oral Surgeon)

Walter L. Washington, D.D.S.
(Junior Assistant Oral Surgeon)

Gorham C. Fletcher, D.D.S.
(Junior Assistant Oral Surgeon)

William J. Madison, D.D.S., M.Sc.
(Consultant in Periodontia)

Upon motion, this recommendation was approved.

SCHOOL OF RELIGION:

The President presented the following recommendations from the Dean of the School of Religion:

106. That there be made available to the School of Religion to be used to the extent actually found necessary to meet its 1945 Summer School salary requirements for teachers, a sum not to exceed the amount of unused salaries remaining at June 30, 1945 in the School of Religion budget for the year 1944-1945.

Upon motion, this recommendation was approved.

107. That there be transferred from "Instruction - Salaries" to "Expenses" in the 1944-1945 budget of the School of Religion the sum of $130 paid to the Reverend Daniel G. Hill for lectures in the School of Religion and the sum of $250 to be paid to Dr. Reinhold Niebuhr for lectures in the School of Religion, making a total of $380.00.

Upon motion, this recommendation was approved.

UNIVERSITY LIBRARY:

The President presented the following recommendations from the University Librarian:

108. That the sum of $1,000.00 be appropriated for the Howard University Forum as a subsidy for the year 1945-1946; and that approval be given to secure

speakers for the season.

Upon motion, this recommendation was approved.

109. That the resignation of Dolores W. Powell, A.B., 1939, Howard University, 3210 Warder Street, N. W., Washington, D. C., be accepted effective with the close of work April 16, 1945, and that additional pay be given for accumulated leave of eight days if the employee is entitled to this privilege under University regulations.

Upon motion, this recommendation was approved.

110. That Imogene G. Robinson, B.S., 1943, Miner Teachers College, 741 Park Road, N.W., Washington, D. C., be appointed Circulation Assistant at a monthly salary rate of $120.00, effective April 16, 1945 and automatically expiring June 30, 1945, subject to any and all reductions. (This is a temporary appointment).

Upon motion, this recommendation was approved.

DEAN OF WOMEN:

The President presented the following recommendations from the Dean of Women:

111. That Miss Lettie M. Hairston, 1218 Kenyon St., N.W., Washington, D.C., be appointed Secretary-Clerk in the Dean of Women's Office for a trial period of two months, beginning May 1, 1945 and automatically expiring June 30, 1945, at the salary rate of $1,440.00 a year, subject to any and all reductions.

Upon motion, this recommendation was approved.

112. That the voluntary resignation of Mrs. Lilla S. Midgette, worker with Off-Campus Students, since December, 1944, be accepted and effective as of the close of the work day, April 14, 1945.

Upon motion, this recommendation was approved.

OFFICE OF THE REGISTRAR:

The President presented the following recommendations from the Registrar of the University:

113. That Miss Annie Jordan, Clark Hall, Howard University, be temporarily appointed as student assistant in the Office of the Registrar, at the rate of $.50 per hour, not to exceed thirty hours in any one week, beginning April 19, 1945, and automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

114. That the services of Mrs. Yvonne Risher, 54 M Street, N. W., clerk-stenographer in the office of the Registrar, at a basic yearly salary of $1,440.00 under the auspices of the Army Specialized Training Reserve Program, be terminated as of the close of the day, April 30, 1945.

Upon motion, this recommendation was approved.

115. That Miss Goldie Wells, Midway Hall, 24th & Oklahoma Avenue, N. E., be probationally appointed as clerk-stenographer in the office of the Registrar, beginning June 1, 1945 and automatically expiring June 30, 1945, at a basic annual salary rate of $1,620.00, subject to any and all reductions.

Upon motion, this recommendation was approved.

116. That an additional sum of $1,500.00 be placed in the budget of the Registrar for the school year 1944-45, under "Supplies and Expenses."

Upon motion, this recommendation was approved.

OFFICE OF THE SECRETARY:

The President presented the following recommendations from the Secretary of the University:

117. That $750.00 be added to the budget of the office of the Secretary - Item "Supplies and Expense" - to cover overdraft in these items.

Upon motion, this recommendation was approved.

118. That Dr. D. F. Barclay's request for a duplicate diploma, to replace his original (which was destroyed by fire), conferring upon him the degree Doctor of Dental Surgery, 1923, be granted.

Upon motion, this recommendation was approved.

119. At the meeting of the Executive Committee of the Board of Trustees of Howard University, held March 16, 1945, the following recommendation was referred to the President with power:

> "That the resignation of Miss M. Edyth Williams, Clerk in the office of the Secretary, be accepted effective March 31, 1945, with regret due to her departure from the University after twenty years of faithful and efficient service."

In letter dated April 3, 1945, the President authorized approval as follows:

> That Miss M. Edyth Williams, Clerk in the Office of the Secretary, be given leave of absence for six months beginning April 1, 1945 and expiring automatically September 30, 1945; and that in consideration of her twenty years of service to the University she be granted one-half of her regular basic salary for each of the said six months.

BUILDINGS AND GROUNDS:

The President presented the following recommendations from the Treasurer of the University:

120. That Mayola B. Samuel of Truth Hall, Howard University, be appointed Relief Telephone Operator, on a part-time basis, not to exceed twenty-four hours

in any week, beginning April 17, 1945 and automatically expiring June 30, 1945, at a rate of $.50 per hour, subject to any and all reductions.

Upon motion, this recommendation was approved.

121. That Josephine Adams of Crandall Hall, Howard University, be appointed Relief Telephone Operator, on a part-time basis, not to exceed twenty-four hours in any week, beginning April 17, 1945 and automatically expiring June 30, 1945, at a rate of $.50 per hour, subject to any and all reductions.

Upon motion, this recommendation was approved.

122. That Phyllis W. Davis of Frazier Hall, Howard University, be appointed Relief Telephone Operator, on a part-time basis, not to exceed twenty-four hours in any week, beginning April 29, 1945 and automatically expiring June 30, 1945, at a rate of $.50 per hour, subject to any and all reductions.

Upon motion, this recommendation was approved.

123. That Edward F. Logan of 2829 Georgia Avenue, N. W., be appointed janitor, on a temporary basis, at a salary of $90.00, beginning April 5, 1945 and automatica lly expiring five days after Louvenia Swann returns to work, and automatically expiring June 30, 1945, whichever occurs sooner, subject to any and all reductions.

Upon motion, this recommendation was approved.

124. That Vivian Alexander of 4236 Benning Road, N. W., be appointed Clerk on a part-time temporary basis not to exceed twenty-four hours per week, beginning April 19, 1945 and automatically expiring June 30, 1945, at a salary based on the rate of $120 a month until April 30, and at the rate of 61 cents an hour beginning May 1, subject to any and all reductions.

Upon motion, this recommendation was approved.

125. That Elizabeth Ferguson of 1751 You Street, N. W., be appointed Clerk on a temporary basis, at a salary of $120.00 a month, beginning April 16, 1945 and automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

126. That the resignation of Warner R. Franklin, Jr., Painter, at the rate of $5.50 per day, be accepted as of May 7, 1945, being the last day of his services.

Upon motion, this recommendation was approved.

127. That Lona Taylor of 321½ Oakdale Pl., N.W., be appointed Maid at $87.50 per month, beginning March 1, 1945 and automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

128. That Henry Jackson of 1412 Corcoran Street, N.W., be appointed laborer at a salary of $100.00 per month, beginning April 26, 1945 and automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

129. That Thelma P. White of 1509 First Street, N.W., be appointed as part-time Cost Clerk, her hours of work not to exceed 24 in any one week, beginning March 26, 1945 and automatically expiring June 30, 1945, salary to be computed in relation to a full-time salary of $120.00 a month, subject to any and all deductions.

Upon motion, this recommendation was approved.

130. That the services of Ralph Erwin, Laborer, on half-full time basis at $540.00 per year, be terminated as of April 13, being the last day of his services, having submitted his resignation which is accepted.

Upon motion, this recommendation was approved.

131. That Charlotte L. Strother of 17 Q Street, N.E., be appointed Maid at a salary of $87.50 per month, on a temporary basis, beginning April 2, 1945 and ending five days after the date Lula Jones returns to work, which appointment shall automatically expire June 30, 1945, and shall be subject to any and all deductions.

Upon motion, this recommendation was approved.

132. That the services of Leroy Dillard, janitor, at $90.00 per month, be terminated as of March 19, 1945.

Upon motion, this recommendation was approved.

133. That James Daniel, laborer at the Power Plant at $1,080 per year, be raised in rank to Skilled Laborer and increased in salary to $1,320 per year, beginning April 15, 1945 and automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

134. That William Dent of No. 10 Saint Matthews Court, N.W., be appointed janitor, at a basic salary of $90 per month, beginning May 2, 1945 and automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

135. That Oliver Pinckney of 13 Que Street, N. E., be appointed laborer on a temporary basis, at a basic salary of $100 per month, beginning May 2, 1945 and automatically expiring June 30, 1945, subject to any and all reductions.

Upon motion, this recommendation was approved.

MINUTES OF EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON, D. C.
SEPTEMBER 21, 1945

RECEIVED
OCT 22 1945
Southern Regional Council

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MINUTES OF
EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
SEPTEMBER 21, 1945

A meeting of the Executive Committee of the Board of Trustees of Howard University was held in the President's Office, University Campus, September 21, 1945, at 3:00 P. M.

Present:

Dr. Jacob Billikopf, Chairman
Mr. V. B. Deyber
Mr. Lorimer D. Milton

Dr. Mordecai W. Johnson, President of the University
Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Excuses were rendered for Mr. Carter and Dr. Spaulding.

Regrets were expressed for the illness of Dr. Young, Chairman of the Board, but the Committee was delighted to know that his condition was improved.

Prayer by President Johnson.

The minutes of the meeting of June 22, 1945 were, upon motion, approved .

PRESIDENT'S MATTERS

GRADUATE SCHOOL:

The President presented the following recommendations from the Dean of the Graduate School:

1. That the resignation of Miss Gwendolyn Brown, 714 Fifth Street, S.E., part-time Clerk-Stenographer, in lieu of Mrs. Florence E. Derrick, on leave of absence without pa y, be accepted as of the end of the business day, September 7, 1945.

Upon motion, this recommendation was approved.

2. That Mr. J. Victor Wallace be appointed full-time Clerk-Stenographer at the rate of $120.00 per month, in lieu of Mrs. F. E. Derrick, on leave of absence, said appointment to begin September 10, 1945 and terminate October 15, 1945, subject to any and all deductions .

Upon motion, this recommendation was approved.

3. That Mrs. Florence E. Derrick, secretary, Graduate School, Administration, be granted leave, without pay, beginning August 14 and automatically terminating at the beginning of work on October 15, 1945.

Upon motion, this recommendation was approved.

4. That Miss Gwendolyn Brown, 714 5th Street, S.E., be appointed part-time Clerk-Stenographer at the rate of $80.00 a month and Mr. J. Victor Wallace be appointed part-time clerk at the rate of $40.00 a month in lieu of Mrs. Florence E. Derrick on leave of a bsence without pay, beginning August 14 and terminating at the close of work on October 13, 1945, subject to any and all deductions.

Upon motion, this recommendation was approved.

SCHOOL OF SOCIAL WORK :

The President presented the following recommendations from the Director of the School of Social Work:

5. That Miss Adella Epps of 901 Rhode Island Avenue, N. W., former Senior Clerk-Typist in the Government, be appointed part-time typist for the field work unit in the School of Social Work at a salary rate of $50.00 per month, beginning September 17, 1945 and terminating June 30, 1946, subject to any and all deductions.

Upon motion, this recommendation was approved.

6. That Miss Gwendolyn Mills of 1224-A Half Street, S. W., former Clerk-Typist in the Government, be appointed as secretary for the Field Training Unit of the School of Social Work at Freedmen's Hospital Annex at a basic salary of $100.00 per month, subject to any and all deductions; this appointment to begin September 17, 1945 and to continue through the Autumn Quarter, subject to reappointment if satisfactory.

Upon motion, this recommendation was approved.

7. That the resignation of Dr. Mary Huff Diggs , Instructor in Social Work , be accepted effective as of September 1, 1945.

Upon motion, this recommendation was approved.

COLLEGE OF LIBERAL ARTS:

The President presented the following recommendations from the Dean of the College of Liberal Arts:

8. That Geddes W. Rutherford, A.B., University of Missouri; A.M., Harvard University, be appointed full-time Professorial Lecturer in Political Science for the academic year 1945-46, vice Ralph J. Bunche, in part, at an annual salary of $3,000, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved .

9. That Lillian G. Dabney be appointed temporary Instructor in Education for the academic year 1945-46, vice Assistant Professor Thomas J. Anderson, resigned , at a salary of $1,800 for the year, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

10. That Mrs. Lucy B. Smith , Clerk to Heads of Departments in the College of Liberal Arts, who was reappointed April 10, 1945, Clerk to the Heads of Departments in the College of Liberal Arts for the academic year 1945-46 for a ten-month period, in accordance with the tenure regulations governing non-teaching personnel, at a salary of $1,200, subject to any and all reductions, this appointment to begin September 1, 1945, and to terminate automatically June 30, 1946, be granted an increase of $150, thereby making her salary for the ten-month period $1,350.

Upon motion, this recommendation was approved.

11. That Mr. James T. Chambers, 1606 Corcoran Street, N.W., be appointed Part-time Instructor in Physical Education - Army Specialized Training Reserve Program for the period July 2, 1945 through July 28, 1945 at a salary of $133.33.

Upon motion, this recommenda tion was approved.

12. That Mazaline H. Baird be appointed Stenographer-Clerk in the office of the Dean of the College of Liberal Arts for the year 1945-1946, at an annual salary of $1,620, subject to any and all reductions; this appointment to begin July 9, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

13. That Mr. Ralph E. Spencer, 628 Keefer Place, N. W., be appointed part-time assistant in Physical Training, Army Specialized Training Reserve Program, at a salary of $60.00 for the period. This appointment is to be effective July 2, 1945 and to terminate July 28, 1945.

Upon motion, this recommendation was approved.

14. That Mary A. Fitch be appointed part-time (1/3) Professor of Botany for the Spring Quarter, 1945, beginning March 27, 1945, and ending June 30, 1945, at a salary of $444.44 for the period.

Upon motion, this recommendation was approved.

15. That Lloyd N. Ferguson (A. & T. College, Greensboro, N. C.), S.B., 1940, Ph.D., 1945, University of California, be appointed Assistant Professor of Chemistry for the academic years 1945-46 and 1946-47, at a salary of $2,800, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1947.

Upon motion, this recommendation was approved.

16. That J. F. E. Einaar, Ph.D., University of Leiden (Holland), 1935, be appointed Visiting Professor of Anthropology, for the academic year 1945-46, at a salary of $4,000, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

17. That Virginia Woods Callahan, A.B., 1935, Mundelain College; A.M.,1936; Ph.D., 1941, University of Chicago, be appointed Visiting Associate Professor of Classics for the academic year 1945-46, at a salary of $3,000, subject to any and

all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

18. That Sterling A. Brown, Professor of English, be granted leave of absence, without pay, for the Autumn Quarter 1945; this leave to begin September 1, 1945, and to terminate December 22, 1945.

Upon motion, this recommendation was approved.

19. That Myrtle C. Henry, Assistant Professor of English, be granted sabbatical leave of a bsence, at half of her present salary of $2,600, for the academic year 1945-46; this leave to begin September 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

20. That Myrtle Thorne, A.B., 1943, Howard University; A.M., 1944, Smith College, be appointed Instructor in English for the academic year 1945-46, at a salary of $1,800, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

21. That the resignation of Thomas J. Anderson, Assistant Professor of Education, be accepted, without prejudice; this resignation to be effective as of June 30, 1945.

Upon motion, this recommendation was approved.

22. That Ralph J. Bunche, Professor of Political Science, be granted an extension of his leave of absence, without pay, for the academic year 1945-46; this leave to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was approved.

23. That Anne M. Cooke, A.B., 1928, Oberlin College; Ph.D., 1943, Yale University, be appointed Professor of Drama for an initial period of two years, 1945-46 and 1946-47, at a salary of $4,000, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate June 30, 1947.

Upon motion, this recommendation was approved.

24. That the resignation of Ernestine G. Dye, Teaching Assistant, Department of Zoology, be accepted, without prejudice; this resignation to be effective as of June 30, 1945.

Upon motion, this recommendation was approved.

25. That the resignation of Esther Dyson, Instructor in Physical Education for Women, be accepted; this resignation to be effective as of June 30, 1945.

Upon motion, this recommendation was approved.

26. That Marea Bright be appointed Technician (part-time 1/2) in the Department of Physics for the year 1945-46, at a salary of $720 per annum , subject to any and all reductions; this appointment to begin as of July 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

27. That Inez L. Taylor, A.B., 1941, Xavier University, M.S., 1944, Howard University, be appointed temporary Instructor in Psychology for the academic year 1945-46, at a salary of $2,000, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved .

28. That Abram L. Harris, Professor of Economics, be granted one-third leave of absence for the Fall Quarter, 1945; this leave to begin September 1, 1945, and to terminate December 22, 1945.

Upon motion, this recommendation was approved.

29. That Kurt Braun (Doctor of Law, University of Breslau), be appointed Visiting Professor of Economics for the academic year 1945-46, at a salary of $1,333.33 for the year, to teach one advanced course each quarter; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

30. That Aaron Director, Ph.B., Yale University, 1924 (three years of graduate work, University of Chicago,)be appointed Visiting Professor of Economics for the academic year 1945-46, at a salary of $1,333.33 for the year to teach one course each quarter; this appointment to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was approved.

31. That Wilfred C. Leland, Jr., A.B., 1937; A.M., 1941, University of Minnesota , be appointed Visiting Instructor in Economics for the academic year 1945-46 (to teach one elementary course each quarter), at a salary of $800 for the year; this appointment to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was approved.

32. That Tage U. H. Ellinger, M.S., 1917, University of Copenhagen (Denmark) Sc.D., 1923, Harvard University, M.A., 1945, American University, be appointed Professor of Zoology for an initial period of two years, 1945-46 and 1946-47, at a salary of $4,000, subject to any and all reductions; this appointment to begin September 1, 1945 and to terminate June 30, 1947.

Upon motion, this recommendation was approved.

33. That Geraldine P. Woods, B.S., 1942, Howard University, M.A., 1943, Ph.D., 1945, Radcliffe College, be appointed Instructor in Zoology for the academic year 1945-46, at a salary of $2,000, subject to any and all reductions; this appointment to begin September 1, 1945 and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

34. That Merze Tate, B.A ., 1927, Western State Teachers College, (Mich.); M.A., Columbia University, 1930; B. Litt., Oxford University, 1935, Ph.D., Radcliffe and Harvard University, 1941, be appointed Visiting Professor of Geography and Geopolitics for one year, 1945-46, at a salary of $4,000, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was approved.

35. That Harold O. Lewis, Instructor in History, who is now serving under an appointment which expires June 30, 1946, be designated Instructor in Social Science at a salary of $2,200, an increase of $400, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

36. That Harold O. Lewis, whose appointment as Instructor of Social Science at a salary of $2,200 was recommended in previous recommendation, be granted 2/3 leave of absence for the Autumn Quarter, 1945, only.

Upon motion, this recommendation was approved.

37. That Franz Rapp, Ph.D., 1914, University of Earlangen, be appointed Profess or of History & Appreciation of Art for an initial period of two years, 1945-46 and 1946-47, at a salary of $4,000, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate June 30, 1947.

Upon motion, this recommendation was approved.

38. That Mrs. Helen Harris Bracey, A .B. Tougaloo College, 1923; Ph.B., 1929, M.A ., 1930, the University of Chicago, be appointed temporary Instructor in Education, at an annual salary of $2,000 per year, less all reductions; this appointment to begin September 1, 1945, and terminate automatically June 30, 1946.

Upon motion, this recommendation was approved.

39. That John W. Huguley, Instructor in Chemistry, who now is serving under an appointment which expires June 30, 1947, be granted leave of absence during the academic year 1945-46, with full pay, subject to any and all reductions.

Upon motion, this recommendation was approved.

40. That the resignation of Myrtle Phillips, Assistant Professor of Education, be accepted, without prejudice; this resignation to be effective as of June 30, 1945.

Upon motion, this recommendation was approved.

SUMMER SCHOOL:

41. (a) That the persons from the regular instructional staff on the appended roster be reappointed to the instructional staff for the Second Session of the Summer School of 1945 at the respective salaries noted.

(b) That the persons listed as visiting instructors be appointed to

the instructional staff of the Summer School at the respective salaries noted:

I. INSTRUCTIONAL PERSONNEL AND SALARIES FOR THE PERIOD JULY 23 TO AUGUST 31, 1945

NAME	RANK	BASIC SALARY	1/6 SALARY	90% SALARY	ADDITIONAL COMPENSATION & EXPLAN.NOTES.
		ART			
Jones, Lois	Instructor			$100.00	One Public Extension Course
		BOTANY			
Raines, Morris	Professor	4000.00	666.66	600.00	
		CHEMISTRY			
Barnes, Robert P.	Asso.Prof.	3700.00	616.66	555.00	
Cooper, Stewart	Asst.Prof.	2700.00	450.00	202.50	One course
Huguley, John W.	Instructor	2200.00	366.66	330.00	
Tulane, Victor	Asst.Prof.	2300.00	383.33	241.48	One and two fifths course
		COMMERCE AND FINANCE			
Fitzhugh,H.Naylor	Instructor	1800.00	300.00	235.00	One course plus $100 for one Public Extension Course
Lewis, Jesse W.	Asst.Prof.	2300.00	383.33	172.50	One course
		EDUCATION			
Dabney, Lillian	Instructor	1800.00	300.00	270.00	
Jenkins, Martin	Asso.Prof.	3500.00	583.33	542.50	Includes $17.50 for one thesis
Knox, Ellis O.	Professor	4000.00	666.66	600.00	
Wright, Marion	Asst.Prof.	2400.00	400.00	360.00	
		ENGLISH			
Burch, Charles	Professor	4000.00	666.66	600.00	
Grant, Jason	Asso.Prof.	3000.00	500.00	450.00	
Rivers, Gertrude	Asst.Prof.	2300.00	383.33	172.50	One course
Wormley,Margaret J.	Instructor	1800.00	300.00	270.00	
Davis, Arthur P.	Professor			35.00	Two Theses
		GERMAN			
Williams,Charles	Instructor	2000.00	333.33	150.00	One course
Wormley, Stanton	Asso.Prof.	3000.00	500.00	450.00	
		HISTORY			
Hansberry,Wm.	Asst.Prof.	2300.00	383.33	345.00	
Lofton, Williston	Instructor	1800.00	300.00	270.00	
Logan, Rayford W.	Professor	4000.00	666.66	335.00	Includes $17.50 for two theses
Tate, Merze	Asso.Prof.	3000.00	500.00	467.50	Includes $17.50 for one thesis
		HOME ECONOMICS			
Davis, Rebecca	Instructor	1800.00	300.00	270.00	
		HUMANITIES			
Seiferth,Wolfgang S.	Asso.Prof.	3000.00	500.00	450.00	

NAME	RANK	Basic SALARY	1/6 SALARY	90% SALARY	ADDITIONAL COMPENSATION & EXPLAN. NOTES
		MATHEMATICS			
Blackwell,David	Asst.Prof.	2800.00	466.66	210.00	One Course
Cox, Elbert F.	Asso.Prof.	3200.00	533.33	480.00	
		PHYSICAL EDUCATION FOR WOMEN			
Harper, Leonie B.	Instructor	2300.00	383.33	345.00	
		PHYSICS			
Branson, Herman	Asso.Prof.	3000.00	500.00	450.00	
Coleman, Frank	Professor	3400.00	566.66	510.00	
McIntosh,William	Instructor	1800.00	300.00	270.00	
		POLITICAL SCIENCE			
Dorsey, Emmett	Instructor	2200.00	366.66	330.00	
		PSYCHOLOGY			
Meenes, Max	Professor	4000.00	666.66	600.00	
Sumner, Francis	Professor	4000.00	666.66	600.00	
		ROMANCE LANGUAGES			
Carter, Marian	Instructor	2000.00	333.33	300.00	
Justiniani,Eunice	Instructor	1800.00	300.00	270.00	
Spratlin,Valuarez B.				350.00	Special salary for conducting The Latin American Teacher Training Workshop
		SOCIOLOGY			
Edwards,G.Franklin	Instructor	1800.00	300.00	270.00	
		MUSIC			
(Music salaries calculated at the rate of 80% of tuition paid)					
Allen,Lillian Mitchell	Asst.Prof.			138.40	Fourteen students
Jones,Louia Vaughn	Instructor			32.40	Three students
Kerr, Thomas H.	Instructor			104.40	Eleven students
Montgomery,Margaret	Instructor			10.80	One student

II. VISITING INSTRUCTORS TEACHING FROM JULY 23 TO AUGUST 31, 1945

Feinstein,Hyman I.	Instructor	2400.00	400.00	180.00	One course
		CLASSICS			
Miles, Theodore G.	Instructor	2400.00	400.00	360.00	Two courses
		ECONOMICS			
Westerfield, Sam	Instructor	2400.00	400.00	360.00	Two courses
		EDUCATION			
Caliver, Ambrose	Lecturer	4000.00	666.66	300.00	One course
		FINANCE			
House, Christopher	Instructor	2000.00	333.33	150.00	One course

NAME	RANK	BASIC SALARY	1/6 SALARY	90% SALARY	ADDITIONAL COMPENSATION & EXPLAN. NOTES
		PHILOSOPHY			
Krikorian, Y.H.	Lecturer	4000.00	666.66	600.00	Two Courses
		SOCIAL WORK			
Martz, Helen	Lecturer	2900.00	483.33	217.50	One course
		ZOOLOGY			
Woodruff, Caroline	Instructor	2400.00	400.00	360.00	Two courses

III. LABORATORY ASSISTANTS AND STOREROOM CLERKS-CHEMISTRY DEPARTMENT

Austin, Theodore D.	Laboratory Assistant	180.00
DaCosta, William A.	Storeroom Clerk	130.00
Harper, Mittylee D.	Laboratory Assistant	180.00
Pinkney, Gladys E.	" "	180.00
Smith, John M. Von	Storeroom Clerk	130.00
Theriot, Mary C.	Laboratory Assistant	180.00
Mayo, William	Storeroom Clerk	60.00

IV. RECREATION PROGRAM DIRECTORS

Anderson, T. J.	225.00	Supervised the entire Recreation Program
Chambers, James T.	228.00	Swimming and one P.E. course.
Harper, Leonie B.	100.00	Swimming directress

42. (a) That the persons from the regular instructional staff on the appended roster be reappointed to the instructional staff for the First Session of the Summer School of 1945 at the respective salaries noted.

(b) That the persons listed as visiting instructors be appointed to the instructional staff of the Summer School at the respective salaries stated.

I. INSTRUCTIONAL PERSONNEL AND SALARIES FOR THE PERIOD JUNE 11 TO JULY 20, 1945

NAME	RANK	BASIC SALARY	1/6 SALARY	90% SALARY	ADDITIONAL COMPENSATION & EXPLANATORY NOTES
		ART			
Herring, James V.	Asso.Prof.	3200.00	533.33	480.00	
Jones, Lois M.	Instructor	1800.00	300.00	270.00	
		BIOLOGICAL SCIENCE			
Fitch, Mary A.	Professor	4000.00	666.66	300.00	One course. Dr. Fitch, because of illness, was forced to withdraw before the end of the quarter. Dr. Parker completed the work. Adjustment in the division of salary will be made after approval of the payroll.
		BOTANY			
Raines, Morris	Professor	4000.00	666.66	600.00	

NAME	RANK	BASIC SALARY	1/6 SALARY	90% SALARY	ADDITIONAL COMPENSATION & EXPLANA NOTES
		CHEMISTRY			
Barnes, Robert P.	Asso.Prof.	3700.00	616.66	555.00	
Cooper, Stewart	Asst.Prof.	2700.00	450.00	405.00	
Kumley, John W.	Instructor	2200.00	366.66	330.00	
Tulane, Victor	Asst.Prof.	2300.00	383.33	241.48	(One and two fifths courses)
		COMMERCE AND FINANCE			
Fitzhugh, H. Naylor	Instructor	1800.00	300.00	135.00	One course
Lewis, J. W.	Asst.Prof.	2300.00	383.33	345.00	
		EDUCATION			
Dabney, Lillian	Instructor	1800.00	300.00	135.00	One course
Jenkins, Martin	Asso.Prof.	3500.00	583.33	542.50	Includes $17.50 for one thesis
Knox, Ellis O.	Professor	4000.00	666.66	600.00	
Washington, Aletha	Professor	4000.00	666.66	600.00	
Wright, Marion	Asst.Prof.	2400.00	400.00	377.50	Includes $17.50 for one thesis
		ENGLISH			
Burch, Charles	Professor	4000.00	666.66	600.00	
Davis, Arthur P.	Professor	4000.00	666.66	600.00	
Grant, Jason	Asso.Prof.	3000.00	500.00	467.50	Includes $17.50 for one thesis
		GERMAN			
Wormley, Stanton	Asso.Prof.	3000.00	500.00	450.00	
Williams, Charles	Instructor	2000.00	333.33	150.00	One course
		HISTORY			
Hansberry, William	Asst.Prof.	2300.00	383.33	345.00	
Lofton, Williston	Instructor	1800.00	300.00	135.00	One course
Tate, Merze	Asso.Prof.	3000.00	500.00	450.00	
		HOME ECONOMICS			
Davis, Rebecca	Instructor	1800.00	300.00	270.00	
Kittrell, Flemmie	Professor	4000.00	666.66	600.00	
Sewell, Louise T.	Instructor	1800.00	300.00	270.00	
Farmer, Helen	Instructor	1800.00	300.00	17.50	One thesis
		HUMANITIES			
Seiferth, Wolfgang	Asso.Prof.	3000.00	500.00	450.00	
		MATHEMATICS			
Blackwell, David	Asst.Prof.	2800.00	466.66	420.00	
Cox, Elbert F.	Asso.Prof.	3200.00	533.33	240.00	One course
		PHYSICAL EDUCATION FOR WOMEN			
Harper, Leonie B.	Instructor	2300.00	383.33	345.00	
		PHYSICS			
Branson, Herman	Asso.Prof.	3000.00	500.00	450.00	
Coleman, Frank	Professor	3400.00	566.66	510.00	
McIntosh, William	Instructor	1800.00	300.00	270.00	

NAME	RANK	BASIC SALARY	1/ 6 SALARY	90% SALARY	ADDITIONAL COMPENSATION & EXPLANATORY NOTES
		POLITICAL SCIENCE			
Dorsey, Emmett	Instructor	2200.00	366.66	330.00	
		PSYCHOLOGY			
Meenes, Max	Professor	4000.00	666.66	600.00	
Sumner, Francis	Professor	4000.00	666.66	600.00	
		ROMANCE LANGUAGES			
Carter, Marion	Instructor	2000.00	333.33	300.00	
Justiniani, Eunice	Instructor	1800.00	300.00	270.00	
		SOCIOLOGY			
Edwards, G. Franklin	Instructor	1800.00	300.00	270.00	
Frazier, E. Franklin	Professor	4000.00	666.66	600.00	
		ENGINEERING			
		(Engineering salaries calculated at the rate of tuition paid)			
Daniels, Walter T.	Asso.Prof.			192.50	Eleven students
Howard, Darnley E.	Asst.Prof.			157.50	Nine "
Richmond, Addison E.	Asst.Prof.			122.50	Seven "
		MUSIC			
		(Music salaries calculated at the rate of 80% of tuition paid)			
Harrison, Hazel M.	Instructor			118.80	
Kerr, Thomas H.	Instructor			140.40	
Keith, Richard	Asst.Prof.			151.20	
Mitchell, Lillian	Asst.Prof.			335.20	
Nickerson, Camille	Asst.Prof.			162.00	
		CHEMISTRY			
Feinstein, Hyman I.	Instructor	2400.00	400.00	180.00	One course
		CLASSICS			
Lacy, John	Instructor	2400.00	400.00	180.00	One course
		ECONOMICS			
Westerfield, Sam	Instructor	2400.00	400.00	360.00	Two courses
		EDUCATION			
Caliver, Ambrose	Lecturer	4000.00	666.66	300.00	One course
Long, Howard Hale	Lecturer	4000.00	666.66	300.00	One course
		MATHEMATICS			
Claytor, William	Lecturer	2900.00	483.33	217.50	One course
		PHILOSOPHY			
Krikorian, Y.H.	Lecturer	4000.00	666.66	600.00	Two courses
		SOCIAL SCIENCE			
Lewis, Roscoe	Lecturer	2800.00	466.66	210.00	One course

NAME	RANK	BASIC SALARY	1/6 SALARY	90% SALARY	ADDITIONAL COMPENSATION & EXPLANATORY NOTES
			SOCIAL WORK		
Cook, Gladys	Instructor	2400.00	400.00	180.00	One course

III. Laboratory Assistants and Storeroom Clerks - Chemistry Department

Austin, Theodore D.	Laboratory Assistant	180.00	
Hackley, Gwendolyn	" "	180.00	
Harper, Mittylee D.	" "	180.00	
Pinknsy, Gladys E.	" "	180.00	
Simmons, Dorothea R.	" "	180.00	
Theriot, Mary C.	" "	180.00	
DaCosta,William A.	" "	180.00	
Smith, John M. von	Storeroom Clerk	130.00	
Mayo, William		60.00	

IV. Recreation Program Directors

Anderson, T. J.	225.00	
Burr, John H.	238.50	Mr. Burr because of his plans to attend summer school at Columbia arranged for Mr. James T. Chambers to complete his work. Adjustment in the division of salaries will be made after approval of payroll.
Harper, Leonie	100.00	Directing swimming

V. INSTRUCTIONAL PERSONNEL AND SALARIES IN TEN WEEK COURSES FOR THE PERIOD JUNE 11 TO AUGUST 17, 1945

Teachers from the Regular Staff of the University

			BIOLOGICAL SCIENCE		
Fitch, Mary A.	Professor	4000.00	666.66	300.00	One course. Dr. Fitch because of illness was forced to withdraw before the end of the quarter. Dr. Parker completed the work. Adjustment in the division of salary will be made after approval of the payroll.
			ENGLISH		
Reeves,Elizabeth	Instructor	1800.00	300.00	135.00	One course
Brown, Sterling	Professor	4000.00	666.66	300.00	One course
Pitts, Ella	Instructor	1800.00	300.00	135.00	One course
			GERMAN		
Williams,Charles	Instructor	2000.00	133.33	150.00	One course

NAME	RANK	BASIC SALARY	1/6 SALARY	90% SALARY	ADDITIONAL COMPENSATION & EXPLANATORY NOTES
			MUSIC		
		(Music salaries calculated at the rate of 80% of tuition paid)			
Anderson,Robt.E.	Instructor			240.00	
Kerr, Thomas H.	Instructor			80.00	
Montgomery,Margaret	Instructor			140.00	
Robinson, Carl	Asst.Prof.			80.00	
Skinner,F.Mydell	Instructor			132.00	
			SOCIAL SCIENCE		
Lewis, Harold O.	Instructor	2000.00	333.33	150.00	One course
			SOCIAL WORK		
Lindsey,Inabel B.	Asso.Prof.	3000.00	500.00	70.00	Professor Lindsey has under her supervision four students in Field Work.

VI. VISITING INSTRUCTORS TEACHING COURSES WHICH EXTEND FROM JUNE 11 TO AUGUST 17, 1945

			COMMERCE AND FINANCE		
Oldham, Brent	Lecturer	2500.00	416.66	187.50	One course
			ENGLISH		
Menard, Edythe	Instructor	2400.00	400.00	360.00	Two courses
			MATHEMATICS		
Claytor,William	Lecturer	2900.00	483.33	217.50	One course
			PHYSICAL SCIENCE		
Townes, Charles	Lecturer	2500.00	416.66	187.50	One course
			PSYCHOLOGY		
Bayton, James	Lecturer	3000.00	500.00	225.00	One course
			ROMANCE LANGUAGES		
Sterling,Anne B.	Instructor	2400.00	400.00	180.00	One course
Webb, Alicia	Instructor	2400.00	400.00	180.00	One course
			TYPING AND SHORTHAND		
Williams, Blanche K.	Instructor			188.00	Special

Upon motion, this recommendation was approved.

SCHOOL OF ENGINEERING AND ARCHITECTURE:

The President presented the following recommendations from the Dean of the School of Engineering and Architecture:

43. That the leave of absence of Mrs. Priscilla S. Gray, Secretary to the Dean, School of Engineering and Architecture, be extended without pa y for a period of two months beginning September 1, 1945 and automatically terminating October 31, 1945.

Upon motion, this recommendation was approved.

44. That Mrs. Ada Deane Chapman be appointed Acting Secretary to the Dean, School of Engineering and Architecture, for a period of two months beginning September 1, 1945 and automatically terminating October 31, 1945, at a basic salary of $1,620 per year ($135.00 per month), subject to any and all future reductions, tenure to be on a thirty (30) day basis.

Upon motion, this recommendation was approved.

45. That Mrs. Ella Rosetta Parris, 1514 T Street, N. W., be appointed Acting Stenographer-Librarian, School of Engineering and Architecture, on a monthly basis for a period of two months beginning September 1, 1945 and automatically terminating October 31, 1945 at a basic salary of $1,440.00 per year ($120.00 per month), subject to any and all future reductions.

Upon motion, this recommendation was approved.

46. That the resignation of Francis E. Griffin, B. Arch.Eng., Assistant Professor of Architecture, be accepted without prejudice as of September 1, 1945.

Upon motion, this recommendation was approved.

47. That the following Engineering and Architecture students be granted tuition scholarships to the extent not to exceed the amount indicated after their names for the second term of the 1945 Summer Session:

Edward Aarons (Freshman)	$ 35.00
Melvin Marshall (Freshman)	17.50
Clarence Ross (Freshman)	17.50
Hattie Scott (Senior)	17.50
William R. Spaulding (Junior)	35.00
Fernand C. Watts (Senior)	35.00

Upon motion, this recommendation was approved.

48. That Mr. Stephen S. Davis, B.S. in M.E., Instructor in Mechanical Engineering, now on leave of absence with the National Bureau of Standards, be returned from leave of absence with increase in rank and basic salary from Instructor at $1,800.00 to that of Assistant Professor at a basic salary of $2,800.00 per school year, representing an increase of $1,000.00, subject to any and all future reductions. Tenure to begin September 1, 1945 and automatically terminate June 30, 1947.

Upon motion, this recommendation was approved.

49. That Mr. Henry C. Bowles, B.S. in Arch., 1943, Illinois Institute of Technology, present address, 4403 E Street, S.E., Washington, D. C., be appointed Instructor in Architecture for the school year 1945-1946, at a basic salary of $2,300.00, subject to any and all future reductions. Tenure to begin September 1, 1945 and automatically terminate June 30, 1946.

Upon motion, this recommendation was approved.

50. That the resignation of James S. Braxton, M.E., Stevens Institute of Technology, Instructor in Mechanical Engineering, be accepted without prejudice as of September 1, 1945.

Upon motion, this recommendation was approved.

SCHOOL OF MUSIC:

The President presented the following recommendation from the Dean of the School of Music:

51. That Miss Elizabeth Banks, 1902 Sixteenth Street, N. W., Washington, D. C., B.S.M., 1941, School of Music, Howard University, be appointed Instructor of Theory for the period beginning September 1, 1945, automatically expiring June 30, 1946, at a salary of $2,000 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

52. That Howard University cause a complete duplicate file of the Music Bibliography to be photostated through the facilities of the Library of Congress at a cost of $300 for ten thousand cards.

Upon motion, this recommendation was approved.

COLLEGE OF MEDICINE:

The President presented the following recommendations from the Dean of the College of Medicine:

53. That Miss Lelia Liverpool, now serving an appointment as Assistant to the Medical Librarian, which appointment expired on June 30, 1945, be reappointed Assistant to the Medical Librarian, full-time, vice Mrs. Ida V. Chinn, resigned, at a salary of $1,440.00 per annum, subject to any and all future reductions, beginning July 1, 1945, and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

54. That Dr. Roland B. Scott, 1114 Girard Street, N.W., be reappointed Assistant Professor of Pediatrics, full-time, for the years 1945-46 and 1946-47 (in accordance with University regulations), at a salary of $3,000 per annum (representing a decrease of $200.00), subject to any and all future reductions, beginning August 1, 1945, and expiring automatically on June 30, 1947, with the understanding that -

1. The appointee shall be available for duty for eleven months during each year of his appointment.

2. The appointee shall not engage in the private practice of medicine during the period of his appointment, but that

3. For the fiscal year 1945-46, the appointee shall be given the privilege of having an outside office practice in the evenings after the completion of the regular University day, during which period he may serve private patients in his specialty; and may continue to engage in consultative practice in the hospital subject to the prevailing regulations applicable thereto.

Upon motion, this recommendation was approved.

55. That the present contract of Dr. Alonzo DeGrate Smith, which reads as follows:

That Dr. Alonzo DeG. Smith, 3516 New Hampshire Avenue, N.W., be reappointed Clinical Associate Professor of Pediatrics, part-time, at a salary of $2,750.00 per annum, subject to any and all future reductions, beginning July 1, 1945, and automatically expiring June 30, 1946, with the understanding that the appointee shall be available for duty for eleven months during the period of this appointment, be modified beginning August 1, 1945, to read as follows:

That Dr. Alonzo DeGrate Smith be reappointed Clinical Associate Professor of Pediatrics, part-time, at a salary of $1,500 per annum (representing a decrease of $1,250 per annum), subject to any and all future reductions, beginning August 1, 1945, and expiring automatically on June 30, 1946, with the understanding that -

1. The appointee shall be available for duty for eleven months during the period of this appointment.

2. During the period of this appointment, Dr. Smith will be obligated to continue to contribute substantially to ward teaching and lectures to sophomores, juniors, and seniors, and share as junior member with Dr. Scott, the senior member, responsibility for all professional services to patients in the Pediatric and New-Born Service of the Hospital and Outpatient Clinics. This will involve sharing a large part of the responsibility for lectures and ward teaching to students and professional services to patients.

3. Under the terms of this clinical appointment, Dr. Smith will be able to conduct an outside practice as other clinical members of the staff, except that under the circumstances of his appointment, these activities would not interfere with the responsibilities envisioned by this appointment.

Upon motion, this recommendation was approved.

56. That Dr. G. W. Hilliard, Meharry Medical College, Nashville, Tennessee, be appointed Fellow in Thoracic Surgery, without stipend, beginning July 1, 1945, and expiring automatically on June 30, 1946.

Upon motion, this recommendation was approved.

57. That Dr. James A. Watson, 1201 Harvard Street, N.W., Washington, D.C., be appointed temporary assistant in the Department of Physiology, full-time, vice Doctor Everett G. Weir on leave, at a salary of $1,900.00 per annum, subject to any and all future reductions, the appointment to begin October 1, 1945, and to terminate automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

Upon motion, this recommendation was approved.

58. That the resignation of Miss Valerie M. Bush, Stenographer-Clerk, Department of Bacteriology, Preventive Medicine and Public Health, be accepted as of the close of business on August 7, 1945.

Upon motion, this recommendation was approved.

59. That the resignation of Mrs. Genevieve M. Carter, Stenographer-Clerk, University Health Service, ASTP and ASTRP, be accepted as of the close of business on July 6, 1945.

Upon motion, this recommendation was approved.

60. That the following budget for the A.S.T.P. medical program be approved for the first quarter of the fiscal year 1945-46, automatically expiring September 30, 1945, at the annual rate indicated:

I. PERSONNEL

Part-time Physician	$ 400.00	
Clerk	1,440.00	
Part-time Technician	600.00	
		$2,440.00

II. MATERIALS AND SERVICES

Drugs	$ 300.00	
Eye Glasses	150.00	
Dental Care	300.00	
Hospitilization	500.00	
		$1,250.00
GRAND TOTAL		$3,690.00

Upon motion, this recommendation was approved.

61. That the resignation of Dr. Justin Plummer, temporary diener in the Department of Surgery, be accepted as of the close of business on July 14, 1945.

Upon motion, this recommendation was approved.

62. That Miss Dorothy Urbach, Lucy Diggs Slowe Hall, 1919 3rd Street, N.W., be appointed Stenographer-Clerk, full-time, Department of Bacteriology, Preventive Medicine and Public Health, vice Miss Valerie M. Bush, resigned, at a salary of $1,440.00 per annum, subject to any and all future reductions, beginning August 7, 1945, and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

63. That Miss Marie J. Porter, 637 South Carolina Avenue, S.E., be appointed Assistant to the Librarian, full-time, at a salary of $1,440.00 per annum, subject to any and all future reductions, beginning July 1, 1945, and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

64. That the resignation of Miss Constance Hunter, Assistant Medical Technician, University Health Service under the A.S.T.P. and A.S.T.R.P., be accepted as of the close of business on June 30, 1945.

Upon motion, this recommendation was approved.

65. That Dr. Oscar Whiting, now serving an appointment as Assistant in Tuberculosis, be appointed to the position as Resident in Radiology, Department of Medicine, full-time, at a salary of $500.00 per annum, subject to any and all future reductions, beginning July 1, 1945, and expiring automatically on June 30, 1946; compensation to be computed on the basis of twelve months to the year.

This appointment to be subject to the provisions for the supplying of quarters, subsistence and laundry by the Freedmen's Hospital.

Upon motion, this recommendation was approved.

66. That Miss Mary V. Wilson, now serving an appointment as Nurse in the University Health Service, ASTP and ASTRP, be appointed to the new position approved for 1945-46, which appointment reads as follows:

> That authority be granted for the appointment of a Nurse in the University Health Service, at a salary of $1,720.00 per annum, including $270.00 for board and $150.00 for room, subject to any and all future reductions, beginning July 1, 1945, and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.
>
> That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice - but with the modification that no deduction of $270.00 for board and $150.00 for room be made, and that the entire amount be paid to Miss Wilson in cash.

Upon motion, this recommendation was approved.

67. That Dr. Stewart J. Johnson, now serving an appointment as temporary Assistant, Department of Physiology, which appointment expired on June 30, 1945, be reappointed temporary assistant, part-time, Vice Dr. Everett G. Weir, on leave, at a salary at the rate of $875.00 per annum, subject to any and all future reductions, beginning July 1, 1945, and expiring automatically on September 30, 1945.

Upon motion, this recommendation was approved.

68. That the following named Assistant Residents now serving appointment at the rate of $250.00 per annum, to expire automatically on September 30, 1945, be paid at the rate of $130.00 per annum, effective as of July 1, 1945:

Department of Medicine

William H. Bullock	Joseph P. Martin
Howard Kenney	James Watson

Department of Surgery

Benjamin Jones	James Cowan

Upon motion, this recommendation was approved.

69. That Dr. Albert H. Coleman, 13 E. Third Street, Winston-Salem, N.C., be appointed Assistant Resident in the Department of Surgery, full-time, at a sal

ary at the rate of $130.00 per annum, subject to any and all future reductions, beginning August 15, 1945, and expiring automatically on September 30, 1945; the appointment to be subject to provisions for the supplying of q uarters, subsistence and laundry by the Freedmen's Hospital.

Upon motion, this recommendation was approved.

70. That the resignation of Miss Pearle Scott, Stenographer-Clerk in the Department of Surgery, be accepted as of the close of business on Tuesday, July 31, 1945, the last day on which she worked.

Upon motion, this recommendation was approved.

71. That Mrs. Ethel B. O'Meally, 1324 G Street, N.E., be appointed temporary Stenographer-Clerk, Department of Surgery, vice Miss Pearle Scott, resigned, full-time, at a salary at the rate of $1,440.00 per annum, subject to any and all future reductions, beginning July 30, 1945, and terminating automatically at the close of business on September 13, 1945.

Upon motion, this recommendation was approved.

72. That Mr. Heanon Monroe Wilkins, 2816 Sherman Avenue, N. W., be appointed Technician in the Department of Bacteriology, full-time, at a salary of $1,440. per annum, subject to any and all future reductions, beginning August 1, 1945, and terminating automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

73. That Miss Sadye M. Graham, 1944 Third Street, N.W., be appointed Technician in the Department of Anatomy, full-time, at a salary of $1,440.00 per annum, subject to any and all future reductions, beginning August 1, 1945, and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

74. That the resignation of Mrs. Gertie P. Gordon, Stenographer-Clerk, Department of Administration and Physiology, be accepted as of the close of business on August 31, 1945, her active services terminating at the close of work on July 31, 1945.

Upon motion, this recommendation was approved.

75. That Mrs. Vicurtiss Hinton, 933 M Street, N. W., be appointed Assistant Medical Technician, University Health Service, full-time, at a salary at the rate of $1,200.00 per annum (half-time on the regular University Health Service budget and half-time on ASTP and ASTRP budget), subject to any and all future reductions beginning July 15, 1945, and expiring automatically on September 30, 1945 (in accordance with approved ASTP budget), compensation to be computed on a basis of twelve months to the year.

Upon motion, this recommendation was approved.

76. That the contract of Dr. Henry S. Robinson, which reads as follows:

> That Dr. Henry S. Robinson, 1921 11th Street, N. W., be reappointed Clinical Instructor in Orthopedic Surgery, part-time, at a salary of $600.00 per annum, subject to any and all future reductions, beginning July 1, 1945, and expiring automatically on June 30, 1946; with the understanding that during the term of this appointment the appointee shall be available for duty for a period of eleven months -

be modified to read as follows:

> That Dr. Henry S. Robinson, 1921 11th Street, N.W., be appointed Teaching Fellow in Orthopedic Surgery, full-time, at a salary of $600.00 per annum, subject to any and all future reductions, beginning July 1, 1945, and expiring automatically on June 30, 1946, with the understanding that the appointee shall be available for duty for a period of eleven months.

Upon motion, this recommendation was approved.

77. That Mrs. Gertrude B. Windsor, 2401 Ontario Road, N. W., be appointed Stenographer-Clerk, Department of Surgery, full-time (vice Miss Pearle Scott, resigned, at a salary of $1,440.00 per annum, subject to any and all future reductions), beginning September 5, 1945, and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

78. That Miss Lena R. Jackson, Provident Hospital, Chicago, Illinois, be appointed Infirmary Nurse, University Health Service (vice Mrs. Ca ndras White Johnson, resigned June 30, 1945), full-time, at a salary of $1,720.00 per annum, including $270.00 for board and $150.00 for room, subject to any and all future reductions, beginning September 1, 1945, and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

79. That Mr. Francis E. Roberts, Washington, D. C., be appointed Technical Assistant, Department of Physiology, at a salary of $1,800.00 per annum, subject to any and all future reductions, beginning September 17, 1945, and automatically expiring June 30, 1946.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

80. That the present contract of Dr. George P. Brown which reads as follows:

> That Dr. George P. Brown, Freedmen's Hospital, be reappointed Assistant Resident in Medicine, full-time, at a salary of $130.00 per annum, subject to any and all future reductions, beginning July 1, 1945, and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year; this appointment to be subject to the provisions for the supplying of q uarters, subsistence and laundry by the Freedmen's Hospita l -

be modified beginning October 1, 1945, to read as follows:

That Dr. George P. Brown, Freedmen's Hospital, be appointed teaching fellow in Pediatrics, full-time, at a salary of $1,2[illegible] per annum (representing $9[illegible].00 for the remainder of the fiscal year 1945-46), subject to any and all future reductions beginning October 1 and expiring automatically June 30, 1946; compensation to be computed on the basis of twelve months to the year.

Upon motion, this recommendation was approved.

81. That the resignation of Mrs. Ethel C. Price, Technician in the Blood Bank, Department of Surgery, be accepted as of the close of the business on October 13, 1945.

Upon motion, this recommendation was approved.

82. That the resignation of Dr. Oscar H. Whiting, Resident in Radiology, be accepted as of the close of business on Monday, September 24, 1945.

Upon motion, this recommendation was approved.

83. That the resignation of Mrs. Ethel B. O'Meally, temporary stenographer-clerk in the Department of Surgery, be accepted as of the close of business on September 5, 1945.

Upon motion, this recommendation was approved.

84. That the resignation of Mrs. Gertrude McCaw Thompson, Technician-Storekeeper in the Department of Physiology, be accepted as of the close of business on September 28, 1945.

Upon motion, this recommendation was approved.

85. That the resignation of Dr. John W. Sebastian, Assistant in the Department of Pathology, be accepted as of the close of business on September 28, 1945.

Upon motion, this recommendation was approved.

86. That Dr. Robert P. Crawford, Harlem Hospital, New York City, be appointed Assistant in the Department of Pathology, full-time, at a salary at the rate of $1,440.00 per annum, subject to any and all reductions (vice Dr. John W. Sebastian, resigned), the appointment to begin October 1, 1945, and to expire automatically on June 30, 1946, with the understanding that -

It shall be agreed through acceptance that this appointment is subject to

discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

87. That Miss D. Gertrude Bowen, 1855 3rd Street, N. W., be appointed Stenographer-Clerk, full-time (half-time in Administration and half-time in the Department of Physiology), at a salary of $1,440.00 per annum, subject to any and all future reductions, the appointment beginning September 17, 1945, and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

88. That the individuals named below be appointed to the full-time position of Residents or Assistant Residents as indicated opposite their names, at the stipends listed opposite their names, the appointments to begin October 1, 1945, and to expire automatically on June 30, 1946; the stipends to be computed on a basis of twelve months to the year and subject to any and all future reductions; the appointment to be subject to provisions for the supplying of quarters, subsistence, and laundry by the Freedmen's Hospi tal:

Department of Medicine	Stipend
Eleanor Makel, Resident	$ 500.00
Thomas Dent, Assistant Resident (Tuberculosis)	500.00
_____ Resident (Radiology)	500.00
(name to be supplied later)	
William Bullock, Assistant Resident	130.00
Vernal Cave, Assistant Resident	130.00
Charles Domon, Assistant Resident	130.00
Edmundo Figueras, Assistant Resident	130.00
Howard Kenney, Assistant Resident	130.00
Charles Wilkinson, Assistant Resident	130.00
Department of Obstetrics and Gynecology	
Talfourd J. Pierce, Resident	500.00
Robert Deane, Assistant Resident	130.00
Polly Prince, Assistant Resident	130.00
Department of Surgery	
Andrew F. Burton, Resident in General Surgery	500.00
Merle Herriford, Resident in Urology	500.00
John Lyons, Resident in Orthopedic Surgery	500.00
* G. W. Hilliard, Resident in Thoracic Surgery	
George Blackman, Assistant Resident	130.00
James Cowan, Assistant Resident	130.00
Henry Everett, Assistant Resident	130.00
Oswald Hoffler, Assistant Resident	130.00
Joseph P. Martin, Assistant Resident	130.00
Edward N. Wiggins, Assistant Resident	130.00
Jack E. White, Assistant Resident	130.00

*Dr. Hilliard will receive no compensation from the University inasmuch as he is being supported on a fellowship grant from the General Education Board. His name is listed here so as to reflect the entire staff available for service in the Hospital.

Upon motion, this recommendation was approved.

89. The following students having satisfied all scholastic and financial requirements for graduation from the College of Medicine of Howard University were awarded the degree of Doctor of Medicine at the Summer Convocation, held September 7, 1945.

Ashby, Samuel K.	M.D.	Hashell, Gerald C.	M.D.
Barefield, Alwin S.	M.D.	Hughes, Stanley	M.D.
Barker, Omer B.	M.D.	Hutchins, Francis L.	M.D.
Bass, Andrew H.	M.D.	Ireland, Charles S.	M.D.
Binns, Silas C.	M.D.	Jackson, Reginald C.	M.D.
Bloom, Albert J.	M.D.	Jenkins, John P.	M.D.
Bomar, Wirrion Lamar	M.D.	Johnson, James S.	M.D.
Briggs, Robert W.	M.D.	Kapiloff, Bernard	M.D.
Brown, William A.	M.D.	Kenney, John A.	M.D.
Bull, Charles D.	M.D.	Kilpatrick, William	M.D.
Capps, John W.	M.D.	King, Edwin R.	M.D.
Carter, Simon H.	M.D.	Lee, Daniel	M.D.
Clement, Kenneth W.	M.D.	Madden, Willis A.	M.D.
Cooper, Griffin L.	M.D.	Marshall, John F.	M.D.
Copeland, Nathaniel	M.D.	McKee, Catherine	M.D.
Crockett, Ethelene	M.D.	McKnight, Herbert V.	M.D.
Cunningham, James F.	M.D.	Morales, Raymond R.	M.D.
Cunningham, William	M.D.	Pogue, William G.	M.D.
Dasent, James G.	M.D.	Randall, Frederick R.	M.D.
Davidson, Arthur T.	M.D.	Rodriguez, Raimundo W.	M.D.
Davis, James D.	M.D.	Sclafford, Ursula M.	M.D.
Davis, T. Wilkins	M.D.	Sheppard, O'Donnald H.	M.D.
Day, Thomas L.	M.D.	Smith, Percival C.	M.D.
Edgecombe, Erman W.	M.D.	Waters, John L.	M.D.
Graves, Beverly	M.D.	Weir, Everett G.	M.D.
Hackney, James V.	M.D.	Wilkins, Warren S.	M.D.
Harris, Noah A.	M.D.	Williams, Delford G.	M.D.
Harrison, William L.	M.D.	Williams, Joshua S.	M.D.

COLLEGE OF DENTISTRY:

The President presented the following recommendations from the Dean of the College of Dentistry:

90. That the resignation of Drexel B. Harris, D.D.S., Instructor in Operative Dentistry, be accepted, effective September 30, 1945.

Upon motion, this recommendation was approved.

91. That Miss VerMelle Mason be appointed dental hygienist in the College of Dentistry on a temporary basis at the basic salary of $135.00 a month for 2 months beginning July 17, 1945 and ending automatically September 17, 1945.

Upon motion, this recommendation was approved.

92. That the resignation of William A . Mitchell, D.D.S., Instructor in Dentistry, whose contract as Instructor expires automatically June 30, 1946, be approved as of the close of work on September 7, 1945, and accepted with thanks for the services he has rendered the College of Dentistry.

Upon motion, this recommendation was approved.

93. That a Dental Hygienist be appointed at the basic salary of $1,620 per annum beginning July 9, 1945 and ending automatically June 30, 1946, subject to any and all salary reductions.

Upon motion, this recommendation was approved.

94. That Percy A. Fitzgerald, D.D.S., M.S.D., Associate Professor of Prosthodontia, be promoted in rank to Professor of Prosthodontia , without term, on a full-time basis, and that his salary be raised to $4,260.00 per year on a twelve months basis, beginning September 1, 1945, subject to any and all reductions, with the following provisions:

(1) That when the College of Dentistry returns to an academic year of nine months, this contract will remain valid on a twelve months basis;

(2) That he will be allowed to practice dentistry, privately, for fees in a university provided office, not to exceed ten hours per week, including laboratory work;

(3) That he shall confine his practice to Prosthodontia only.

(4) That his practice shall be consultative and referral, only;

(5) That he shall be permitted to retain three-fourths of the fees collected from the above stated practice while one-fourth of the fees shall be turned over to the Dental College into a fund for research; except, that during the period when no University provided office is available, he may carry on the above described practice in his privately sustained office, in consideration of which feature, no percentage will be taken out for research during that period, thus the entire fee will be retained by him;

(6) That items 2, 3, 4 and 5, setting forth the conditions governing the element of private practice included in this contract, are entered upon experimentally for an agreed period of three years, beginning September 1, 1945 and expiring automatically on August 31, 1948, after which time these provisions will be subject to review, modification in the light of experience, and final confirmation, contingent only upon the continued approval of the Council on Dental Education. It is expressly agreed by the contracting parties that if and when the Council on Dental Education makes the demand that full-time teachers have no practice for personal remuneration at all, Sections 2, 3, 4 and 5 of this contract shall automatically expire.

Upon motion, this recommendation was referred to the President with power.

95. That John A. Turner, B.S., D.D.S., M.A., Associate Professor of Oral Surgery, be promoted in rank to Professor of Oral Surgery, without term, on a full-time basis, and that his salary be raised to $4,620 per year on a twelve months basis, beginning September 1, 1945, subject to any and all reductions, with the following provisions:

(1) That when the College of Dentistry returns to an academic year of nine months, this contract will remain valid on a twelve months basis;

(2) That he will be allowed to practice dentistry, privately, for fees in a university provided office, not to exceed ten (10) hours per week, including laboratory work;

(3) That he shall confine his practice to Oral Surgery, only;

(4) That his practice shall be consultative and referral, only;

(5) That he shall be permitted to retain three-fourths of the fees collected from the above stated practice while one-fourth of the fees shall be turned over to the Dental College into a fund for research; except, that during the period when no university provided office is available he may carry on the above described practice in his privately sustained office, in consideration of which feature, no percentage will be taken out for research during that period, thus the entire fee will be retained by him;

(6) That items 2, 3, 4 and 5, setting forth the conditions governing the element of private practice included in this contract, are entered upon experimentally for an agreed upon period of three years, beginning September 1, 1945 and expiring automatically on August 31, 1948, after which time these provisions will be subject to review, modification in the light of experience, and final confirmation, contingent only upon the continued approval of the Council on Dental Education. It is expressly agreed by the contracting parties that if and when the Council on Dental Education makes the demand that full-time teachers have no practice for personal remuneration at all, Sections 2, 3, 4 and 5 of this contract shall automatically expire.

Upon motion, this recommendation was referred to the President with power.

96. That Raymond L. Hayes, D.D.S., Professor and Head of the Department of Oral Medicine, be granted a stipend of $300.00 for the fiscal year beginning as of July 1, 1945 and ending automatically June 30, 1946, or until the termination date of the A.S.T.P. and A.S.T.R.P. at Howard University, whichever date comes first, for the dental care of students in the A.S.T.P. and A.S.T.R.P. (The dental service to be performed in the Dental Clinic of Howard University on Wednesday evening, from 7:00 p.m. to 9:00 p.m. of every week. Emergencies to be handled by Dr. Hayes whenever the need arises.)

Upon motion, this recommendation was approved.

97. That Miss Ella E. Lewis, 1919 Third Street, N.W., Washington, D. C., be appointed Stenographer-Clerk, vice Miss Laura Cordery, in the Student Supply Room of the College of Dentistry, at the basic rate of $1,500.00 per annum, subject to any and all salary reductions. This appointment to begin as of September 1, 1945, and to expire automatically June 30, 1946.

Upon motion, this recommendation was approved.

98. That Paul Alfred Stephens, B.S., 1942, D.D.S., 1945, Howard University, 1309 Kenyon Street, N.W., Washington, D. C., be appointed Instructor in Dentistry at the basic salary of $2,880.00 per year, on a twelve months basis, commencing October 1, 1945 and ending automatically June 30, 1946, subject to any and all salary reductions.

Upon motion, this recommendation was approved.

99. That George Pearson Smith, B.S., 1942, D.D.S., 1945, Howard University, 420 Oklahoma Avenue, N.E., Washington, D. C., be appointed Instructor in Dentistry at the basic salary of $2,880.00 per year, on a twelve months basis, commencing October 1, 1945 and ending automatically June 30, 1946, subject to any and all salary reductions.

Upon motion, this recommendation was approved.

100. That Richard Otagaki, D.D.S., 1945, Howard University, 215 Mississippi Avenue, Southeast, Washington, D. C., be appointed Instructor in Dentistry (Half Time) at the basic salary of $1,440.00 per year, on a twelve months basis, commencing October 1, 1945 and ending automatically June 30, 1946, subject to any and all salary reductions.

Upon motion, this recommendation was approved.

101. That Matthew Mitchell, Sr., B.S., 1933, D.D.S., 1945, Howard University, 222 W Street, N.W., Washington, D. C., be appointed Instructor in Dentistry at the basic salary of $2,880.00 per year, on a twelve months basis, commencing October 1, 1945 and ending automatically June 30, 1946, subject to any and all salary reductions.

Upon motion, thi s recommendation was approved.

102. That Miss Laura Frances Cordery, 913 Rhode Island Avenue, N.W., Washington, D. C., be appointed as Stenographer-Clerk in the Student Supply Room, vice Mrs. Rosetta Stevens, in the College of Dentistry, at the basic rate of $1,500.00 per annum, subject to any and all salary reductions. This appointment to begin as of July 2, 1945 and to expire automatically June 30, 1946.

Upon motion, this recommendation was approved.

103. That the resignation of Miss Laura F. Cordery, Stenographer-Clerk in the College of Dentistry, be accepted after seven hours of the business day on August 13, 1945, with active services terminating at the close of business on August 11, 1945.

Upon motion, this recommendation was approved.

104. That Melinda E. Wainwright, Clinic Nurse, be granted disability allowance at the rate of one-third of her average basic salary for the five year period preceding her disability leave which began October 1, 1944 and will end September 30, 1945, making her total annual salary $416.00 on a twelve months basis for the year beginning July 1, 1945 and automatically expiring June 30, 1946.

Upon motion, this recommendation was approved.

105. The following named students, having fulfilled all of the requirements for graduation from the College of Dentistry, including the payment of fees, were awarded the Degree of Doctor of Dental Surgery at the Summer Convocation held September 7, 1945:

Andrew Arthur Allen, Lobdell, La. ..... D.D.S.
Welborne Styles Atwood, Vicksburg, Miss. ..... D.D.S.
Augustus Theodore Capers, Charleston, S.C. ..... D.D.S.
Jean Canty Downing, Jacksonville, Fla. ..... D.D.S.

Michael Stuartson Francis, Barbados, B.W.I. ..... D.D.S.
Flavius Abele Galiber, St. Thomas, V.I. ..... D.D.S.
Frederick Douglass Gordon, Washington, D. C. ..... D.D.S.
William Fox Hall, Jr., Springfield, Mass. ..... D.D.S.
Woodson Henry Hopewell, Baltimore, Md. ..... D.D.S.
Mordecai Wyatt Johnson, Jr., Cambridge, Mass. ..... D.D.S.
Joseph Mack, New Orleans, La. ..... D.D.S.
Matthew Mitchell, Sr. Vicksburg, Miss. ..... D.D.S.
Marcus Weldon Moore, Gifford, Fla. ..... D.D.S.
William Hearn Myers, Charlottesville, Va. ..... D.D.S.
Richard T. Nelson, Jr., Marshall, Texas ..... D.D.S.
Richard Otagaki, Kukaian, Hawaii ..... D.D.S.
William Sedgewick Pleasants, Long Branch, N.J. ..... D.D.S.
Moses Alexander Ray, Clinton, N.C. ..... D.D.S.
Julius Caesar Ringling, Tallahassee, Fla. ..... D.D.S.
George Pearson Smith, Rock Island, Ill. ..... D.D.S.
Corey Wilson Sparks, Dallas, Texas ..... D.D.S.
Paul Alfred Stephens, Muskogee, Okla. ..... D.D.S.
Wilton Lawson Stone, Colon, Rep. of Panama ..... D.D.S.
John R. Taylor, Richmond, Va . ..... D.D.S.

COLLEGE OF PHARMACY:

The President presented the following recommendation from the Dean of the College of Pharmacy:

106. That Mrs. Bernice P. Thorpe, 238 Division Avenue, Northeast, Washington, D. C.; A.B., Howard University 1938, Secretary to the Dean of the College of Pharmacy, be granted leave of absence, without pay, for the period October 1, 1945 and automatically terminating June 30, 1946, to continue educational study at Howard University, full-time.

Upon motion, this recommendation was approved.

SCHOOL OF RELIGION:

The President presented the following recommendation from the Dean of the School of Religion:

107. That the sum of $1,450 be placed in the 1945-1946 budget of the School of Religion to provide for the items of equipment and books, periodicals, and binding.

Upon motion, this recommendation was approved.

DEAN OF CHAPEL:

The President presented the following recommendation from the Acting Dean of the Chapel:

108. That Miss Parthenia E. Shelton, Washington, D. C., be appointed as secreta ry of the Dean of the Cha pel beginning July 1, 1945 at a basic salary of $1,200 per year; this appointment to automatically expire June 30, 1946, subject to any and all reductions.

Upon motion, this recommendation was approved.

SCHOOL OF LAW:

The President presented the following recommendations from the Dean of the School of Law:

109. That Bernard S. Jefferson, Associate Professor of Law, 3210 14th Street, Northeast, Washington, D. C., now on leave of absence expiring June 30, 1946, be employed as Associate Professor for part-time service in the evening division of the School of Law for a term of five months constituting the first semester, 1945-46, at a salary of $550.00 for that term, subject to any and all reductions. This appointment is to be made to begin September 1, 1945 and to expire automatically January 30, 1946.

Upon motion, this recommendation was approved.

110. That James A. Washington, Jr., 484 E Street, Southwest, Washington, D. C., be employed as an Instructor for part-time service in the evening division of the School of Law for a term of five months constituting the first semester, 1945-46, at a salary of $550.00 for that term, subject to any and all reductions. This appointment is to be made to begin September 1, 1945 and to expire automatically January 30, 1946.

Upon motion, this recommendation was approved.

FOUNDERS LIBRARY:

The President presented the following recommendations from the University Librarian:

111. That Dorothy M. McAllister, Circulation Librarian and Supervisor on a four year term ending June 30, 1946, be granted educational leave for three months beginning October 1, 1945 and automatically expiring December 30, 1945 as follows: the month of October will be used as annual leave with full pay in lieu of the summer vacation and the months of November and December will be used as sabbatical leave with one-half pay at the basic annual salary rate of $2,000.00.

Upon motion, this recommendation was approved.

112. That Greta H. Balfour, Circulation Assistant on a one year term ending June 30, 1946, be appointed Acting Circulation Librarian for three months, beginning October 1, 1945 and automatically expiring December 30, 1945, at an annual salary rate of $1,800 for this period.

Upon motion, this recommendation was approved.

113. That Harriet N. Moore, Library Assistant, now on a month-to-month appointment, be continued on this basis at a salary rate of $120 per month through January 19, 1946, inclusive of annual leave for the period.

Upon motion, this recommendation was approved.

114. That Ethel P. Page, Secretary to the Librarian on a one-year appointment expiring June 30, 1946, at an annual basic salary of $1,440, be advanced to an annual basic salary of $1,540, retroactive to July 1, 1945. (This represents an increase of $100 which is the unused balance left from the salary originally appropriated for Mrs. Emma G. Murray, retired Acquisitions Librarian and Supervisor.)

Upon motion, this recommendation was approved.

OFFICE OF THE REGISTRAR:

The President presented the following recommendations from the Registrar of the University:

115. That Miss Elizabeth Phillips, Midway Hall, Washington, D. C., be appointed probationally as a stenographer-clerk in the office of the Registrar, beginning August 27, 1945 and automatically expiring June 30, 1946, at a basic salary of $1,620.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

116. That the resignation of Miss Dorothy Savada Murray, stenographer-clerk in the office of the Registrar, be accepted, the same to be effective as of 5:00 p.m., Tuesday, August 28, 1945.

Upon motion, this recommendation was approved.

117. That the discontinuance of the services of Miss Jeannette Blake, stenographer-clerk to handle the work in connection with Summer School, be granted as of 5:00 p.m., Tuesday, September 4, 1945.

Upon motion, this recommendation was approved.

118. That the resignation of Mrs. Gwendolyn C. Brooks, stenographer-clerk in the office of the Registrar, be accepted, the same to be effective as of 5:00 p.m., Monday, August 20, 1945, with active services to cease at the close of the day, Tuesday, July 31, 1945.

Upon motion, this recommendation was approved.

119. That Miss Carletta W. Wright, 3020 Georgia Avenue, N.W., Washington, D.C., be appointed as stenographer-clerk in the office of the Registrar, at a basic yearly salary of $1,620.00, subject to any and all reductions, beginning July 1, 1945 and automatically expiring June 30, 1946, to fill the vacancy caused by the resignation of Mrs. M. H. Baird.

Upon motion, this recommenda tion was approved.

120. That Miss Goldie Wells, appointed as stenographer-clerk in the office of the Registrar on Ma y 31, 1945, be reappointed as stenographer-clerk at a basic yearly salary of $1,620.00, subject to any and all reductions, beginning July 1, 1945 and automatically expiring June 30, 1946.

Upon motion, this recommendation was approved.

121. That Miss Erma A. Wilson be reappointed as stenographer-clerk in the office of the Registrar, on a yearly basis, at a basic salary of $1,620.00 per year, beginning July 1, 1945 and automatically expiring June 30, 1946, subject to any and all reductions.

Upon motion, this recommendation was approved.

OFFICE OF THE SECRETARY:

The President presented the following recommendation from the Secretary of the University:

122. That Miss Natalia Almario, 1307 Jackson Street, N.E., Washington, D.C., be appointed temporary clerk, as a temporary vacation replacement, in the office of the Secretary for one month beginning July 2, 1945 and automatically terminating July 31, 1945, at the salary rate of $1,620 per annum.

Upon motion, this recommendation was approved.

DEAN OF WOMEN:

The President presented the following recommendations from the Dean of Women:

123. That authorization be granted to the Dean of Women's budget for clerical assistance for two (2) months at the rate of $120 a month to begin August 1, 1945 and extend to September 30, 1945, subject to any and all reductions, payment to be made from "Wages" in the present budget of the Dean of Women.

Upon motion, this recommendation was approved.

124. That Miss Beatrice O. Hill be paid $232.50 for services rendered as Director of Truth Hall, for the first six weeks' session of the Summer School.

Upon motion, this recommendation was approved.

125. That Mrs. Madeline Davis be paid $232.50 for services rendered as Director of Crandall Hall for the first six weeks' session of the Summer School.

Upon motion, this recommendation was approved.

126. That Mrs. Gretchen Payne be paid $232.50 for services rendered as Director of Clark Hall for the first six weeks' session of the Summer School.

Upon motion, this recommendation was approved.

DEAN OF MEN:

The President presented the following recommendation from the Dean of Men:

127. That the resignation of Mr. Edmund Wyatt Gordon, who served during the collegiate year of 1944-45 as dormitory director of Cook Hall, and who was appointed to continue in the employ of the Department of the Dean of Men for the collegiate year of 1945-46, serving in the capacity of Assistant in helping to find rooms for male students (other than residents of the City of Washington) who must be accommodated in private homes in the City of Washington, and to work as a general Assistant in the Department of the Dean of Men in all programs of morale and inspirational development, be accepted as of September 15, 1945.

Upon motion, this recommendation was approved.

OFFICE OF THE TREASURER:

The President presented the following recommendations from the Treasurer of the University:

128. That contract be authorized with John H. Hampshire, Inc., Washington, D. C., for furnishing labor and material for installation of asphalt tile flooring in Carnegie Building as follows:

(1) Fellowship Room	$ 272.00
(2) Seminar Room	108.00
(3) Hallway	165.00
Subtotal	545.00
Less allowed deduction for complete job at one time	-10.00
	535.00

The account will be paid out of University Funds and chargeable to the budget of Operation Maintenance, Carnegie Building 07.

Upon motion, this recommendation was approved.

129. That an extra order in the sum of $460.00 be authorized to Gichner Roofing & Tinsmith, Washington, D. C., as an addition to their contract SA3h1545 in the sum of $5,811 entered into on the date of June 29, 1945 for repairing roof of the gymnasium.

This extra order is for fabrication and delivery for erection of one 16 ounce copper gravel stop and moulding needed to replace the present flashing.

This additional sum of $460.00 in this extra order is payable from the Appropriation of Government Funds for Expenses, 1945 and chargeable to Repairs to Gymnasium Building.

Upon motion, this recommendation was approved.

130. That contract be authorized with Clyde Edwards, Piano Tuner, Washington, D. C., for the tuning and maintenance of thirty-four pianos in the School of Music for the period September 1, 1945 to June 30, 1946 at the rate of $70 per month or in the total sum of . . . . . $ 700.00

The above account will be payable from Government Funds and chargeable to the budget of Music, Piano and Organ -- 07.

Upon motion, this recommendation was approved.

131. That J. Arnett Frisby, Jr., 1927 - 17th Street, N. W., Apt. 3, be reappointed auditor in the Treasurer's Office at an annual salary of $2,500, subject to any and all reductions, beginning October 1, 1945 and automatically expiring June 30, 1946.

Upon motion, this recommendation was approved.

132. That contract be authorized with General Electric Company, Philadelphia, Pennsylvania, to furnish regular inspection and repair service including supervising engineer for disassembling, overhauling, and reassembling electric turbines and generators and such other General Electric equipment at the Power Plant as may be necessary during the fiscal year 1945-1946. This contract is to provide for payment on per diem basis covering the inspection, traveling expenses, subsist-

ence and rental of special equipment needed in the performance of the contract.

It is proposed that this contract will be in a limit sum of $900.00 and will be payable against Appropriation for 1946, Government Funds, and chargeable to the budget of the Power Plant, Department of Buildings and Grounds.

Upon motion, this recommendation was approved.

133. That contract be authorized with Walter H. Johnson, Contractor, 723 Irving Street, N.W., Washington, D. C., for painting certain rooms in the President's House in accordance with the specifications in the sum of . . $1,290.00.

Upon motion, this recommendation was approved.

134. That contract be authorized with Richard W. Hall, R.F.D. #3, Rockville, Maryland, for the hauling of trash from the buildings and grounds of Howard University for the period August 15, 1945 to June 30, 1946 at the rate of $150 per month or total of $1,575.00.

The account will be payable out of Appropriation for Government Funds, 1946, Expenses, and chargeable to Operation and Maintenance, University Grounds.

Upon motion, this recommendation was approved.

135. That contract be authorized with Julius Aderer Company, New York, New York, for furnishing of casting gold in the sum of $1,093.00.

This contract is payable from University funds and is chargeable to the budget of Clinical Dentistry--Supplies.

Upon motion, this recommendation was approved.

136. That contract be authorized with Monumental Printing Company, Baltimore, Maryland, for the printing of the "Journal of Negro Thought" in two (2) issues during the year 1945-46, each in a limit sum of $550.00.

This contract will be payable out of University funds and chargeable to the budget of the School of Religion for printing.

Upon motion, this recommendation was approved.

137. That contract be authorized with the following for furnishing animals for laboratory purposes to the School of Medicine during the year ending June 30, 1946 in accordance with specifications in bid received August 8, 1945:

E. G. Steinhilber, Oshkosh, Wisconsin	$ 745.00
S. T. Mehring, Hanover, Pennsylvania	1459.64
Total	$2204.64

These contracts are payable out of Government Funds, Appropriation for 1946, Expenses, and are chargeable to budget of the Medical School Departments.

Upon motion, this recommendation was approved.

138. That contract be authorized with Columbia Dentoform Company, New York, N. Y., for furnishing plaster teeth, ivorine teeth, and dentoforms for the College of Dentistry in the sum of $434.40.

This account is payable out of the Appropriation of Government Funds, 1946, Expenses, and is chargeable to the budget for Dental Operation, Dentistry—Supplies.

Upon motion, this recommendation was approved.

139. That contract be authorized with Kaufmann Press, Inc., 1428 U Street, N. W., Washington, D. C., to furnish and deliver four issues of Howard University News Bulletin during the year ending July 30, 1946 in accordance with specifications and general conditions in bid received August 3, 1945 in the total limit sum of $1,600.00.

This contract will be payable out of the Appropriation of Government Funds, 1946, Expenses, and will be chargeable to the budget for the office of the Secretary for printing and publishing.

Upon motion, this recommendation was approved.

140. That the resignation of Miss Della O'Hara Kevil, appointed half-time student ledger bookkeeper in the Treasurer's Office on April 23, 1945, and reappointed July 1, 1945, be accepted at the close of work on July 31, 1945, with salary paid to that date.

Upon motion, this recommendation was approved.

141. That Mrs. Helen Hicks, 1435 S Street, N. W., be appointed Stenographer-Clerk in the Treasurer's Office at the basic salary of $1,440.00 per annum, subject to any and all reductions, beginning September 4, 1945, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

142. That the resignation of Mrs. Mauvice W. Brett, appointed purchase order clerk in the Treasurer's Office on March 5, 1945, be accepted at the close of work on September 7, 1945, the last day on which she will work, with salary paid to twelve o'clock noon, September 14, 1945.

Upon motion, this recommendation was approved.

143. That Mrs. Evelyn B. Douglass, 3100 Warder Street, N.W., be appointed Assistant Dietitian in Frazier Hall, for the period August 20 to December 31, 1945, at a salary of $175.00 per month.

Upon motion, this recommendation was approved.

144. That Mrs. Hattie M. Hawkins, 1748 Tea Street, N. W., Apartment 4, be appointed Payroll Bookkeeper in the Treasurer's Office at the basic salary rate of $1,620 per annum, subject to any and all reductions, beginning August 1, 1945, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

145. That Miss Della Gertrude Bowen, 1855 Third Street, N.W., be appointed Secretary to the Purchasing Agent, at the basic salary rate of $1,440 per annum, subject to any and all reductions, beginning August 1, 1945, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

146. That the resignation of Mrs. Mildred D. Ray, appointed stenographer-clerk in the Treasurer's Office on May 22, 1945, be accepted at the close of work on July 31, 1945, the last day on which she worked.

Upon motion, this recommendation was approved.

147. That the services of the persons listed below, employed as indicated in the Cook Hall Dining Hall (ASTRP) be terminated as of the close of work on July 15, 1945, with salary paid to that date:

Name	Position	First appointment
Mr. Edgar R. Williams	Chef	July 14, 1944
Mrs. Daisy Frazier	Second Cook	July 11, 1944
Mrs. Carrie Marshall	Utility woman	August 13, 1944
Mr. Tillman Frazier	Dishwasher	June 18, 1945

Upon motion, this recommendation was approved.

148. That the services of Mrs. Catherine P. Brown, appointed assistant dietitian in the Cook Hall Dining Hall (ASTRP) August 4, 1944, be terminated as of the close of work on August 14, 1945 with active services terminated at the close of work on July 17, 1945.

Upon motion, this recommendation was approved.

149. That the resignation of Miss Julia M. Christian, payroll bookkeeper in the Treasurer's Office, be accepted as of the close of work on July 31, 1945, the last day of her active service, in accordance with her letter of July 12, 1945.

Upon motion, this recommendation was approved.

150. That the services of Mrs. Lula M. Turner, appointed utility woman in the Cook Hall Dining Hall (ASTRP) January 28, 1945, be terminated as of June 15, 1945, with salary paid to that date, because of illness.

Upon motion, this recommendation was approved.

151. That the services of Mrs. Mary Duckett, appointed dishwasher in the Cook Hall Dining Hall (ASTRP) December 26, 1944, be terminated as of June 15, 1945, with salary paid to that date, because of illness.

Upon motion, this recommendation was approved.

152. That the services of Mrs. Flora Medley, appointed utility woman in the Cook Hall Dining Hall (ASTRP) September 11, 1944, be terminated as of June 11, 1945, with salary paid to that date.

Upon motion, this recommendation was approved.

153. That Mr. Tillman Frazier, 609 Freeman Place, N. W., be appointed dishwasher in the Cook Hall Dining Hall (ASTRP) as of June 18, 1945, at the basic salary of $85.00 per month including board at the rate of $25.00 per month, subject to any and all reductions, appointment to expire automatically June 30, 1945.

Upon motion, this recommendation was approved.

154. That Mrs. Gertrude Hopkins, Acting Matron, Clarke Hall, be appointed Acting Matron in Clark Hall for the month of July, 1945, at a basic salary of $90.00 for the period.

Upon motion, this recommendation was approved.

155. That Mrs. Ethel Reynolds, 151 S Street, N.W., be reappointed assistant dietitian, full-time, in the University Cafeteria, at a basic annual salary of $1,500 plus board at the rate of $25.00 per month, subject to any and all reductions, as of July 1, 1945, and automatically terminating June 30, 1946.

Upon motion, this recommendation was approved.

156. That the resignation of Mrs. Frances E. Cooper as secretary to the Purchasing Agent be accepted as of June 30, 1945, in accordance with her letter of June 23, 1945, with salary paid to that date.

Upon motion, this recommendation was approved.

157. That the services of Mr. Alvin Harvey, janitor in Cook Hall, be terminated as of June 26, 1945, with salary paid to that date.

Upon motion, this recommendation was approved.

158. That Mr. Paul M. Richardson, 1916 - 13th Street, N. W., be appointed janitor in Cook Hall, at a basic salary of $85.00 per month, subject to any and all reductions, as of June 26, appointment to automatically expire June 30, 1945.

Upon motion, this recommendation was approved.

159. That Mr. Paul M. Richardson, 1916 - 13th Street, N.W., be reappointed janitor in Cook Hall, at a basic salary of $100 per month, subject to any and all reductions, as of July 1, 1945, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

160. That Miss Henry Ojetta Waller, 1132 Columbia Road, N. W., be appointed Clerk on a thirty day basis in the Treasurer's Office at the basic salary rate of $1,440.00 per annum, subject to any and all reductions, as of July 21, 1945, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

161. That the resignation of Miss Henry Ojetta Waller, appointed clerk in the Treasurer's Office July 21, 1945, be accepted at the close of business on Tuesday, August 21, 1945, in accordance with her oral request, with salary paid to that date.

Upon motion, this recommendation was approved.

162. That the resignation of Miss D. Gertrude Bowen, appointed secretary to the Purchasing Agent August 1, 1945, be accepted at the close of business on Friday, September 14, 1945, in accordance with her letter dated September 13, 1945.

Upon motion, this recommendation was approved.

163. That the appointment of Mr. Henry Menze, 710 Jefferson Street, Assistant Superintendent of Buildings and Grounds, which expires September 30, 1945, be extended for a period of three months to December 31, 1945, at the same rate of pay, $2,020.00 annually.

Upon motion, this recommendation was approved.

BUILDINGS AND GROUNDS:

164. That new positions be created and the annual salaries for them be appropriated as follows in order to carry on essential services at the Power Plant, Switchboard, and in the Guarding service on a forty-hour week:

One Engineer	at $1,860.00
One Boiler Operator	at 1,350.00
One Switchboard Operator	at 1,320.00
One Watchman	at 1,200.00

Upon motion, this recommendation was approved.

165. That the following students of Howard University be appointed laborers, on a temporary basis, beginning September 4, 1945 and terminating September 29, 1945, at a salary rate of $1,200 per year, subject to any and all reductions:

1.	Banks, Antonio	Miner Hall
2.	Brown, Edward	Y.M.C.A.
3.	Coleman, William A.	Miner Hall
4.	Cunningham, George P.	Miner Hall
5.	DrePaul, Robert W.	1107 Irving St.
6.	Jackson, Edward W.	Miner Hall
7.	McPhee, George B.	Miner Hall
8.	Santiago, Luis B.	Miner Hall
9.	Simmons, Virgil	Miner Hall
10.	Swayze, Burrus	11 Quincy Pl., N.W.
11.	Stewart, Thomas	Miner Hall
12.	Tinsley, Reginald M.	122 S St., N. W.
13.	Tracey, Ernest E.	Miner Hall
14.	Utendahl, Melville	Miner Hall
15.	Wareham, Alton L.	Miner Hall
16.	Washington, Leroy N.	1[illegible]9 Monroe St., N.W.
17.	Young, Leroy	1303 3rd St., N.W.

Upon motion, this recommendation was approved.

166. That the Extension Fund property located at 2344 Sixth Street be made capable of housing part of the School of Music by the installation of a heating system at a cost of $975.00 and repairs and redecoration of the house at a cost of $375.00.

Upon motion, this recommendation was approved.

167. That Edgar J. Boyer of 1327 First Street, N.W., be appointed Clerk, on a full-time basis, for the period beginning August 11,1945 and expiring September 29, 1945, at a salary rate of $1,200.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

168. That William Goosly of 2728 Sherman Avenue, N. W., be appointed janitor, for the period beginning August 24, 1945 and ending September 29, 1945, at a salary rate of $1,200.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

169. That J. Odelle Kinaro of 2711 Georgia Avenue, N.W., be appointed Guard, on a full time basis, beginning August 13, 1945 and automatically expiring not later than June 30, 1946, at a salary rate of $1,200.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

170. That William B. Wilson of 114 Florida Avenue, N.W., be appointed laborer, on a full-time basis, beginning August 14, 1945 and automatically expiring June 30, 1946, at a salary rate of $1,260.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

171. That the resignation of Henry Jackson, laborer at $1,200 per year, be accepted, effective at the close of work on August 6, 1945, the last day of active service with the department.

Upon motion, this recommendation was approved.

172. That Helen Mathieu of Clark Hall, Howard University, be reappointed Relief Telephone Operator, on a part-time basis not to exceed 24 hours in any week, beginning July 1, 1945 and automatically expiring June 30, 1946, at a rate of $1,040 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

173. That Nathaniel Evans of 5700 Nye St., N.E., be appointed Boiler Operator, beginning August 11, 1945 and automatically expiring June 30, 1946, at a salary of $1,350.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

174. That Freeman Hicks of 5350 Call Place, S. E., be appointed janitor, on a temporary basis, beginning August 1, 1945 and automatically expiring not later than June 30, 1946, at a salary rate of $1,200 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

175. That Vivian Alexander of 4236 Benning Road, N. E., be reappointed Clerk, on a temporary basis, not to exceed 24 hours in any week, beginning July 1, 1945 and expiring August 31, 1945, at a salary rate of $1,260.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

176. That Bessie Chapman of 1827 9th Street, N. W., be reappointed Maid on a temporary basis, beginning July 1, 1945 and automatically expiring not later than June 30, 1946, at a salary rate of $1,200 per year, subject to any and all reduc-

tions.

Upon motion, this recommendation was approved.

177. That William Dent of 10 Saint Matthews Court, N. W., be reappointed janitor, on a full-time basis, beginning July 1, 1945 and automatically expiring June 30, 1946, at a salary rate of $1,200 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

178. That Mayola Samuels of Truth Hall, Howard University, be reappointed Relief Telephone Operator, on a part-time basis, beginning July 1, 1945 and automatically expiring June 30, 1946, at a salary rate of $1,040.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

179. That Charlotte Strother of 17 Que Street, N. E., be reappointed Maid on a temporary basis, beginning August 1, 1945 and automatically expiring not later than June 30, 1946, at a salary rate of $1,200 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

180. That the resignation of Vivian Alexander, Clerk, at $1,260 per year, be accepted, effective at the close of work August 31, 1945, the last day of active service with the Department.

Upon motion, this recommendation was approved.

181. That the resignation of John Jameson, Boiler Operator, at $1,350 per year, be accepted, effective at the close of work August 31, 1945, the last day of active service with the Department.

Upon motion, this recommendation was approved.

182. That the resignation of Charlotte Thomas, Maid, at $1,200 per year, be accepted, effective at the close of work July 14, 1945, the last day of active service with the Department.

Upon motion, this recommendation was approved.

183. That the resignation of J. Odelle Kinard, Guard, at $1,200 per year, be accepted, effective at the close of work September 4, 1945, the last day of active service with the Department.

Upon motion, this recommendation was approved.

184. That the resignation of the following Relief Telephone Operators be accepted, effective at the close of work on the respective dates:

NAME	APPOINTMENT	RESIGNATION
Adams, Josephine	April 17, 1945	May 31, 1945
Bolden, Augusta	November 24, 1943	June 15, 1945
Davis, Phyllis W.	April 29, 1945	June 30, 1945
Noble, Jean	May 17, 1945	May 31, 1945

Upon motion, this recommendation was approved.

185. That Douglas J. Roper of 3117 Georgia Avenue, N. W., janitor at $1,200 per year, be promoted to custodian, beginning July 1, 1945 and automatically expiring June 30, 1946, at a salary of $1,320.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

186. That James Thompson of 143 Randolph Place, N. W., be reappointed Painter on a temporary basis, full-time, beginning July 1, 1945, and automatically expiring June 30, 1946, at a salary of $5.50 per day, subject to any and all reductions.

Upon motion, this recommendation was approved.

187. That Frederick Thomas of 132 Pierce Street, N.W., be reappointed Painter on a full-time basis, beginning July 1, 1945 and automatically expiring June 30, 1946, at a salary of $5.50 per day, subject to any and all reductions.

Upon motion, this recommendation was approved.

188. That Elizabeth Ferguson of 1751 Yoo Street, N. W., be reappointed Clerk, on a temporary basis, beginning July 1, 1945 and automatically expiring June 30, 1946, at a salary of $1,440.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

189. That Henry Jackson of 1412 Corcoran Street, N.W., be reappointed laborer, on a full-time basis, beginning July 1, 1945 and automatically expiring June 30, 1946, at a salary of $100.00 per month, subject to any and all reductions.

Upon motion, this recommendation was approved.

190. That Oliver Pinckney of 13 Que St., N.E., be reappointed laborer, on a temporary full time basis, beginning July 1, 1945 and automatically expiring June 30, 1946, at a salary of $100.00 per month, subject to any and all reductions.

Upon motion, this recommendation was approved.

191. That Dorothy T. Preston of 738 Lamont Street, N. W., be reappointed Maid, on a full-time basis, beginning July 1, 1945 and automatically expiring June 30, 1946, at a salary of $1,200 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

192. That Rosetta Bowman of 2829 Georgia Avenue, N. W., be reappointed Maid, on a full-time basis, beginning July 1, 1945 and automatically expiring June 30, 1946, at a salary of $1,200 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

193. That Eugene Roberson, of 5020 Washington Place, N. E., be appointed Assistant Storekeeper on a part-time basis, approximately four hours per day, beginning July 5, 1945 and expiring September 15, 1945, at a rate of $1.00 per hour, subject to any and all reductions.

Upon motion, this recommendation was approved.

194. That the status of Thelma P. White, part-time Clerk with compensation in relation to a full time secretary of $1,440 per year, be changed to full-time secretary, beginning June 25, 1945 and automatically expiring June 30, 1945, at a salary of $1,440 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

195. That Earl Proctor, of 418 Richardson St., N. W., be appointed janitor on a full-time basis, beginning July 2, 1945 and automatically ending June 30, 1946, at a salary of $90.00 per month, subject to any and all reductions.

Upon motion, this recommendation was approved.

196. That Helen Mathieu of Clark Hall, Howard University, be appointed Relief Telephone Operator, on a part-time basis not to exceed 24 hours in any week, beginning June 23, 1945 and automatically expiring June 30, 1945, at a rate of $.50 per hour, subject to any and all reductions.

Upon motion, this recommendation was approved.

197. That the resignation of Harry Mason Newman, Jr., Painter at $6.00 per day, be accepted, effective at the close of work on August 7, 1945, the last day of active service with the Department.

Upon motion, this recommendation was approved.

198. That the resignation of Benjamin F. Actie, Watchman, at $1,200 per year, be accepted, effective at the close of work on July 28, 1945, the last day of active service with the Department.

Upon motion, this recommendation was approved.

199. That the sum of $8,329.00 be expended from the Service Enterprise appropriations, for painting certain interior sections of the Women's dormitory buildings (Frazier and Crandall Halls), the work to be done by contract in accordance with specifications for which the above amount represents the lowest bid received for the items of work selected.

Upon motion, this recommendation was approved.

PRESIDENT'S RECOMMENDATIONS:

200. That the following vote approved by the Executive Committee of the Board of Trustees at its meeting held June 22, 1945 (Supplemental Action No. 7) -

> That Mrs. Inabel Burns Lindsay, now employed as Assistant Professor of Social Work and Director of Social Work, at a present salary of $3,000.00 per year, be reappointed as Associate Professor of Social Work and Director of Social Work, at an annual salary of $3,600.00 for a five-year term, subject to any and all deductions, beginning September 1, 1945, and automatically expiring June 30, 1950 -

be modified to read:

> That Mrs. Inabel Burns Lindsay, now employed as Assistant Professor

of Social Work and Director of Social Work, at a present salary of $3,000.00 per year, be reappointed as Associate Professor of Social Work and Director of Social Work, at an annual salary of $3,600.00 for a five-year term, subject to any and all deductions, beginning July 1, 1945 and automatically expiring June 30, 1950.

Upon motion, this recommendation was approved.

201. That the sum of $2,500.00 be appropriated for alterations at the north end, first floor, Truth Hall, to provide a suite to be designated "The Marie I. Hardwicke Guest Room", for which furniture and furnishings are to be provided by interested alumni and other donors.

Upon motion, this recommendation was approved.

202. That the property at 2225 Fourth Street, N. W. (commonly known as "The Kelly Miller House") be made available for the provision of counselling, recreational, assembly, and lounge facilities for women students residing off the campus of the University, in accordance with the following proposal from the Dean of Women, under whose office these facilities will be administered.

KELLY MILLER HOUSE
ACTIVITY CENTER FOR OFF-CAMPUS GIRLS

Distribution of Space and Proposed Use

I. Second Floor - Upstairs Hall--Rooms: 3 small, 1 medium, 1 large, 1 bath.

Upstairs Hall--Racks for coats and books. Three small rooms--serve as living quarters for Director of Off-Campus Housing and Mrs. Day, University Hostess. (This releases 6 spaces in dormitory for students.)

One medium size room--Cots for rest during the day.

One large room--Student club room (club meeting, study, etc.)

II. First Floor - Back Hall--Rooms: 1 large, 2 medium, 1 small, 1 bathroom, kitchen.

Back Hall - for wraps, books, etc.

One large Room--a formal lounge (for entertaining, receptions, forums, etc.)

One medium size room--A reception and reading room.

A second medium size room (3 large closets), a game room and storage space.

A small room --Office and conference for Director.

The Kitchen--Should have an ironing board for pressing, and

left intact for preparing refreshments for student teas, parties, etc.

Upon motion, this recommendation was approved.

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

File

MINUTES OF EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON, D. C.
NOVEMBER 16, 1945

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MINUTES OF
EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
NOVEMBER 16, 1945

A meeting of the Executive Committee of the Board of Trustees of Howard University was held in the President's Office, University Campus, Friday morning, November 16, 1945, at 10:00 o'clock.

Present:

Dr. Jacob Billikopf, Chairman
Mr. W. Justin Carter

Dr. Mordecai W. Johnson, President of the University
Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Excuses were rendered for Mr. Deyber, Mr. Milton and Dr. Spaulding who were unable to be present.

1. Upon motion, it was voted that the next meeting of the Executive Committee be held at 10:00 a.m., Friday, January 18, 1946.

PRESIDENT'S MATTERS

COLLEGE OF LIBERAL ARTS:

The President presented the following recommendations from the Dean of the College of Liberal Arts:

2. That the salary of Carroll L. Miller, Instructor in Education, be increased from $1,800.00 to $2,200.00, an increase of $400.00, subject to any and all reductions; this increase to be effective as of September 1, 1945.

Upon motion, this recommendation was approved.

3. That Lois M. Jones be advanced from the rank of Instructor to Assistant Professor of Art, for a period of two years, 1945-46 and 1946-47 (according to the tenure regulations which provide that "Assistant Professors shall be appointed for an initial period of two years, and shall be subject to reappointment or promotion"), at a salary of $2,500, an increase of $500, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate automatically June 30, 1947.

Upon motion, this recommendation was approved.

4. That Lydia Jetton Rogers, S.B., Bennett College, 1936; M.S., University of Wisconsin, 1939, be appointed Instructor of Home Economics for the academic year 1945-46, at a salary of $2,500.00, subject to any and all reductions; this appointment to begin September 1, 1945, and to terminate June 30, 1946.

Upon motion, this recommendation was approved.

5. That Celine Marie Tabary, College de Bethune-Pas-de-Calais-France - Diploma, 1925, be appointed Instructor in Art for one month vice Assistant Professor James Porter, who is on sabbatical leave, at a basic annual salary rate of $1,800.00, subject to any and all reductions; this appointment to begin as of October 8, 1945 and to terminate automatically November 2, 1945.

Upon motion, this recommendation was approved.

6. That there be provided for the administering of freshmen introductory courses in the Humanities the following budget:

Wages (2 student work scholarships)	$300.
Educational Equipment	400.00
Office Supplies	10.00

Upon motion, this recommendation was approved.

7. That Mittylee D. Harper, S.B., State A. & M. College, Orangeburg, S. C., 1942 (candidate for Master's degree in Chemistry, Howard University), be appointed laboratory assistant in Chemistry for the academic year 1945-46, at a stipend of $400.00, in accordance with the provision made in the budget of the Department of Chemistry, vice Dorothea Simmons, who declined the appointment; this appointment to begin September 1, 1945, and to expire automatically June 30, 1946.

Upon motion, this recommendation was approved.

8. That Helen Marie Welch, S.B. in Home Economics, Lincoln University, Missouri, be appointed teaching assistant to the Nursery School for the academic year 1945-46, at a monthly salary of $140; this appointment to terminate June 7, 1946.

Upon motion, thi s recommendation was approved.

9. That authorization be given for the erection on the roof of the Engineering Building of a temporary shelter for the 12½ reflector in the Department of Astronomy, at a cost not to exceed $1,000.00.

Upon motion, this recommendation was approved.

10. That Louis L. Watson, Associate Professor of Physical Education for Men, Director of Athletics and Coach, now serving under an appointment for a period of five years, which terminates June 30, 1950, be granted indefinite leave of absence with the understanding that his present salary be continued until October 30, 1945.

Upon motion, this recommendation was referred to the President with power.

(Approved by President in letter dated November 21, 1945, as follows:

> That Louis L. Watson, appointed Associate Professor of Physical Education for Men, Director of Athletics and Coach, beginning September 1, 1945, and, who, on account of sudden and serious illness was obliged to relinquish work on September 21, 1945, be granted leave of absence from September 21, 1945, for a period automatically expiring December 31, 1945, without pay, with this exception:
>
> That in consideration of his condition full pay is continued until November 3, 1945.)

11. That Edward Lawrence Jackson, Associate Professor of Physical Education for Men for an initial period of two years, 1945-46 and 1946-47 at a salary of $3,000.00, be appointed Associate Professor of Physical Education for Men and Coach, for an initial period of two years, 1945-46 and 1946-47, at a salary of $3,500.00 a year, subject to any and all reductions; this appointment to begin September 24, 1945, and to terminate automatically June 30, 1947.

Upon motion, this recommendation was referred to the President with power:

(Approved by President in letter dated November 21, 1945, as follows:

That Edward Lawrence Jackson, Associate Professor of Physical Education for Men for an initial period of two years, 1945-46 and 1946-47 at a salary of $3,000, be appointed Associate Professor of Physical Education for Men and Coach, for an initial period of two years, 1945-46 and 1946-47 at a salary of $3,500 a year, subject to any and all reductions, this appointment to begin September 24, 1945, and to terminate automatically June 30, 1947.)

EVENING SCHOOL:

The President presented the following recommendations from the Director of the Evening School:

12. (a) That the persons from the regular instructional staff listed on the appended roster be appointed to the instructional staff for the Autumn Quarter of the Evening School of 1945 at the respective salaries noted.

(b) That the persons listed as visiting instructors be appointed to the instructional staff of the Evening School at the respective salaries stated.

A. VISITING INSTRUCTORS

Anderson, Lucille, Instructor in Piano
Mus.B., 1940, Howard University; Mus.M., 1941, Oberlin Conservatory of Music; at present, instructor in Piano at Howard University. (Eighteen students, equivalent to two classes) $400.00

Anderson, Robert, Instructor in Piano
Mus.B., 1939, Howard University; at present working in the Federal Government (Fifteen students) 300.00

Brown, Ruth A., Lecturer in Classics
A.B., 1928, Wellesley; M.A., 1931, Columbia University; Ph.D., 1944, Catholic University; 1930-33, Instructor of Latin, Virginia State College; 1933 to present, Instructor, Washington Public Schools 230.00

Brown, Theressa Wilson, Lecturer in English
A.B., 1924, Oberlin College; A.M., 1929, Ph.D., 1943, University of Pittsburgh; at present member of faculty of Miner Teachers College; member of Howard University Evening School staff 230.00

Cook, Gladys H., Instructor in Social Work
A.B.,1918, Columbia University; 1931, certificate in Social Work , Pennsylvania School of Social Work; former Director of Children's Division of Social Work, State Department of Social Welfare, Lansing, Michigan; administrative assistant, Day Care Unit, U.S.Children's Bureau; Welfare consultant for the District of Columbia Board of Public Welfare; at present, director of Foster Day Care and Counselling Association of Washington $200.00

Curtis, William C., Instructor in Chemistry
B.S., Howard University, 1931; M.S., 1934, Howard University; graduate work at the University of Wisconsin; at present teacher of chemistry in Washington Public Schools 200.00

Davis, Dorothy, Instructor in English
A.B., 1929, Wellesley; M.A ., 1938, Columbia University; graduate work at Columbia University; at present, Instructor in the Washington Public Schools 200.00

Feinstein, Hyman I., Instructor in Chemistry
A.B., 1930, University of Michigan; M.A., 1932, Columbia University; assistant in chemistry, 1930-36, Long Island University; 1936-40, junior analytical chemist, National Bureau of Standards; 1941, assistant chemist, National Bureau of Standards 200.00

Fletcher, Franklin, Lecturer in Physics
B.S., 1934, Howard University, M.S., Harvard University; at present, assistant physicist 230.00

Frisby, Joseph Arnett, Instructor in Commerce
A.B., 1938, Morgan College; M.B.A., 1942, Wharton School of Finance and Commerce (Two courses) 400.00

Hipp, Fred C., Instructor
B.S., 1932, West Virginia State College; M.A., 1933 Cornell, formerly taught in the Anderson, South Carolina school system, and the Columbia, South Carolina school system; under-clerk at the Navy and also the Treasury Departments 200.00

Kegan, Lawrence, Instructor in Economics
A.B.; A.M., Columbia University; graduate work at Columbia University; formerly technical consultant with the Office of Price Administration, 1941; 1942, research secretary for the Combined Copper Committee of the War Production Board; at present, executive assistant to the Operations Vice Chairman of the War Production Board ... 200.00

Long, Howard Hale, Lecturer in Education
Second Assistant Superintendent of Schools in charge of Research and Chairman of the Board of Examiners, Divisions X-XIII 360.00

Mayle, Bessie, Instructor in Voice
A.B., Spelman College, 1931; M.A., 1938, Boston University. (Eleven students) 220.00

Miles, Theodore G., Instructor in Classics
A.B., New York University, 1928; M.A., 1930, New York University; graduate work at Columbia University and Catholic University; formerly, instructor in Latin at Morehouse College, 1931-32; teacher in the Washington Public Schools since 1938 ..... $200.00

Montgomery, Margaret, Instructor in Voice.
Mus.B., Howard University, 1940; formerly instructor at Florida A. & M. College; at present teacher in Washington Public Schools ... 180.00

McConnell, Roland C., Lecturer in History
A.B., 1927, Howard University, M.A., 1933, Howard University; Ph.D., 1945, New York University; 1936-40, Instructor, Elizabeth City; 1941-42, Head, Department of Social Sciences, State Teachers College; at present, archivist, National Archives 230.00

McDonald, Eirine Canegata, Instructor in Mathematics
S.B., 1943, Howard University; graduate work at Howard University .. 200.00

Oldham, Brent, Lecturer in Commerce and Finance
B.S., Howard University; M.B.A., New York University, formerly Instructor in Commerce and Finance, Lincoln University, Missouri; at present price executive,Office of Price Administration 230.00

Opler, Morris Edward, Lecturer in Social Work
B.A., 1929, University of Buffalo; M.A., 1930, University of Buffalo; Ph.D., 1933, University of Chicago; formerly research associate, Department of Anthropology, University of Chicago; 1935-36, Fellow of General Education; 1936-38, assistant anthropologist, Bureau of Indian Affairs; 1937-38, visiting lecturer, Department of Sociology, Reed College; 1938, assistant professor of Anthropology, Clarmont College; summer 1941, lecturer in the Department of Sociology and Anthropology, University of Wisconsin; Fellow, John S. Guggenheim Memorial Foundation, 43-44; social science analyst in the War Relocation Authority;at present, assistant chief, Foreign Moral Analysis Division, State Department 300.00

Patterson, John C., Lecturer in Education
B.A., 1921, M.A., 1928, University of Texas; Ph.D., 1930, Duke University; at present Chief of International Educational Relations, U. S. Office of Education 360.00

Pitts, Ella Johnson, Instructor in English
A.B., 1943; M.A., 1944, Howard University 200.00

Pitts, Mary Williams, Instructor in Home Economics
B.S., Florida State College; graduate study at New York University; formerly an instructor at Gibbons Institute in Maryland 200.00

Robinson, Carl, Lecturer in Piano
Mus.B., 1925, Northwestern University; at present employed by the Federal Government (Ten students) 200.00

Rogers, Lydia J., Instructor in Home Economics
B.A., Bennett College; M.S., University of Wisconsin; formerly instructor at Bennett College; instructor in Home Economics Department at Clark University; at present employed by Bureau of Standards 200.00

Sterling, Anne B., Instructor in Romance Languages
A.B., Shaw University; A.M., Atlanta University; graduate work at University of Paris $200.00

Townes, Charles H., Lecturer in Physical Science
B.S., 1932, Virginia State College; M.S., Pennsylvania State College, 1938; Ph.D., 1942, Pennsylvania State College; instructor in physics, Virginia State College, 1936; 1941, research assistant for U. S. Navy; 1941, research for Hamilton Watch Company ... 230.00

Wright, Jessie W., Instructor in English
B.A., 1928, Fisk University; M.A., 1930, Columbia University; formerly critic teacher, Virginia State College; instructor in English, Virginia Union University; instructor in Contemporary American Literature and Negro Literature, Morgan State College (Two courses) 400.00

Williams, Blanche K., Instructor in Shorthand and Typing
A.B., 1935, Howard University; M.A., 1938, Columbia University; teacher in the Washington Public Schools; formerly Secretary to the Dean of the School of Pharmacy, Howard University 300.00

B. GENERAL

Mayo, William H., Dispensing Clerk for Chemistry Department 100.00

McIntosh, Assistant in the Physics Department 20.00

Porter, Gladys Elizabeth, Laboratory Assistant Economics Department . 100.00

C. TEACHERS FROM THE REGULAR STAFF OF THE UNIVERSITY

DEPARTMENT	RANK	SALARY
Education		
Bracey, Helen Harris	Instructor	200.00
Biological Science		
Clark, Marie	Assistant Professor	230.00
English		
Taylor, Ivan	Associate Professor	300.00
History		
Logan, Rayford W.	Professor	360.00
Humanities		
Seiferth, Wolfgang S.	Associate Professor	300.00
Wormley, Margaret J.	Instructor	200.00
Music		
Cohen, Charles C.	Assistant Professor (9 students)	230.00
Jones, Louia V.	Instructor (7 students)	140.00
Philosophy		
Holmes, Eugene	Assistant Professor	230.00

Political Science		
Dorsey, Emmett E.	Instructor	$ 200.00
Psychology		
Sumner, Francis C.	Professor	360.00
Romance Languages		
Lee, Eunice Justiniani	Instructor	200.00
Social Science Survey		
Lofton, Williston	Assistant Professor	230.00

D. PUBLIC EXTENSION PROGRAM

Allen, Lillian Mitchell	Assistant Professor of Music	100.00
Bell, Artie	Instructor in Home Economics	100.00
Holloway, Orieanna	Director of Nurse Education, Freedmen's	100.00
Houston, Alice	Instructor in English	100.00
Hurley, Granville	Instructor in Architecture	100.00
Jones, Lois	Instructor in Design	100.00
Keene, J. Calvin	Assistant Professor of Religion	100.00
Kittrell, Flemmie P.	Professor of Home Economics	100.00
Purnell, Lee J.	Associate Professor	100.00
Reeves, Elizabeth Walker	Instructor in English	100.00
Wormley, Stanton L.	Professor of German	100.00

Upon motion, this recommendation was approved.

SCHOOL OF ENGINEERING AND ARCHITECTURE:

The President presented the following recommendations from the Dean of the School of Engineering and Architecture:

13. That the services of Mr. Maurice Mitchell, 1814 Eleventh Street, N. W., as Acting Stenographer-Librarian, School of Engineering and Architecture, be terminated without prejudice on October 31, 1945.

Upon motion, this recommendation was approved.

14. That the services of Mrs. Ada Dean Chapman as Acting Secretary to the Dean, School of Engineering and Architecture, terminate without prejudice on October 31, 1945, and that she be reinstated as Stenographer-Librarian, School of Engineering and Architecture, on November 1, 1945 at a basic salary of $1,440.00 per school year, subject to any and all future reductions, tenure to be on a thirty day basis.

Upon motion, this recommendation was approved.

15. That Prs. Priscilla S. Gray be reinstated as Secretary to the Dean, School of Engineering and Architecture, services to begin November 1, 1945 at a basic salary of $1,620.00 per year ($135.00 per month) subject to any and all future reductions, tenure to be on a thirty day basis.

Upon motion, this recommendation was approved.

SCHOOL OF MUSIC:

The President presented the following recommendation from the Dean of the School of Music:

16. That the transportation item in the administration budget of the School of Music be increased immediately by $115.00.

Upon motion, this recommendation was approved.

SCHOOL OF SOCIAL WORK:

The President presented the following recommendations from the Director of the School of Social Work:

17. That the services of Miss Adella Epps as part-time typist for the field work unit in the School of Social Work appointed September 17, 1945, be discontinued as of the end of the working day, October 26, 1945, the last day she worked.

Upon motion, this recommendation was approved.

18. That Miss Lady G. Bland of 1525 Eighth Street, N. W., former Senior Clerk-Typist in the War Department, be appointed part-time typist for the field work unit in the School of Social Work at a salary rate of $50.00 per month, beginning October 30, 1945 and terminating June 30, 1946, subject to any and all deductions.

Upon motion, this recommendation was approved.

DEAN OF THE CHAPEL:

The President presented the following recommendation from the Acting Dean of the Chapel:

19. That Miss Henry O'Jetta Waller, Washington, D. C., be appointed as secretary to the Dean of the Chapel beginning November 1, 1945 at a basic salary rate of $1,440 per year; this appointment to automatically expire June 30, 1946, subject to any and all reductions.

Upon motion, this recommendation was approved.

COLLEGE OF MEDICINE:

The President presented the following recommendations from the Dean of the College of Medicine:

20. That the salaries of the following named Assistant Residents, who are now being paid at the rate of $130.00 per annum, be increased to $520.00 per annum (representing an increase of $15.00 per pay period of two weeks for the nine months' period beginning October 1, 1945, and terminating automatically on June 30, 1946),

a total increase of $1,170.00 for the nine months' period:

Vernal Cave, Department of Medicine
Charles Domon, Department of Medicine
Edmundo Figueras, Department of Medicine
Oswald Hoffler, Department of Surgery

Upon motion, this recommendation was approved.

21. That the resignation of Mrs. Ethel R. Price, Technician, Blood Bank, be accepted as of the close of business on November 5, 1945, her last day of active service at the University.

Upon motion, this recommendation was approved.

22. That Mr. Junius Davis, 1806 11th Street, N. W., be appointed Diener, Department of Surgery, full-time, at a salary at the rate of $1,500.00 per annum, subject to any and all future reductions, beginning December 3, 1945, and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

23. That the resignation of Miss Faye Watson, Student Assistant in the Medical Library, be accepted as of October 29, 1945.

Upon motion, this recommendation was approved.

24. That Mr. James A. Miller, College of Medicine, be appointed Student Assistant in the Medical Library, part-time, at a salary rate of $333.33 per annum, the appointment to begin October 30, 1945, and to terminate automatically on June 30, 1946, with the understanding that -

The salary above mentioned shall be applied to the payment of tuition for Mr. Miller as a student in the College of Medicine (vice Miss Faye Watson).

Upon motion, this recommendation was approved.

25. That Mr. Llewellyn L. Berry, 608 44th Street, N. E., be appointed Serologist, Division of Service and Supplies, vice Mrs. Mary Pope Hamilton, resigned, full-time, at a salary at the rate of $1,800.00 per annum, subject to any and all future reductions, beginning November 19, 1945, and automatically expiring on June 30, 1946; compensation to be computed on the basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

26. That Dr. Lillian G. Wheeler, recent resident in the Department of Obstetrics and Gynecology, who is now pursuing on her own resources advanced training in Obstetrics and Gynecology (Pathology and Endocrinology), at the Bellevue Hospital, New York City, be considered for a staff appointment in Obstetrics and

Gynecology in the College of Medicine following the completion of her advanced training program, such training to last from one to two years.

That in order to facilitate Dr. Wheeler's training program and help assure its successful completion, the University attempt to secure fellowship subsidy for her during this period of training from the General Education Board or any other source that the University may decide upon, such period of training beginning as of November 1, 1945, and ending on September 30, 1946, with the possibility of renewal.

Upon motion, this recommendation was referred to the President with power.

The following recommendations referred to the President with power by the Board of Trustees at its meeting held October 23, 1945, were approved by the President in letter dated November 9, 1945:

27. That a formal course in Medical Technology (details of organization, curriculum, requirements, et cetera attached) be established at Howard University College of Medicine, subject to the following conditions:

(1) That following institution of course (which course is organized to meet the requirements for certification by the Council), formal application for approval by the Council on Medical Education of the American Medical Association be made by the Dean of the School.

(2) That the teaching personnel (with the exception of one technician in Chemistry who still must be employed) consist of the members of the Faculty of the College of Medicine whose courses are directly related to the required courses for Medical Technology, as Instructors, and the qualified medical technicians as Assistants.

(3) That a qualified technician in Clinical Chemistry be employed.

(4) That the objective of the course be the training of Medical Technicians but with special emphasis on training technicians for supervisory responsibility.

(5) That the number of students admitted each year not exceed five.

(6) That the tuition for the first year be $125.00 and $75.00 for the second year.

28. That Mr. William Brice, 1306 S Street, N. W., be appointed Technician (Assistant Chemist) in the Division of Service and Supplies, full-time, at a salary rate of $1,620.00 per annum, subject to any and all future reductions, beginning October 24, 1945 and expiring automatically on June 30, 1946; compensation to be computed on a basis of twelve months to the year.

That it shall be understood and agreed through acceptance that this appointment is subject to discontinuance upon thirty days' notice.

Upon motion, this recommendation was approved.

COLLEGE OF DENTISTRY:

The President presented the following recommendation from the Dean of the

College of Dentistry:

The President presented the following recommendation from the Dean of the College of Dentistry:

29. That A. Flavius Caliber, D.D.S., Howard University, 1945, be appointed Instructor in Dentistry (Half Time in Oral Surgery and Half Time in Operative Dentistry), at the basic salary of $2,880.00 per year, on a twelve months basis, beginning November 15, 1945, and ending automatically June 30, 1946, subject to any and all reductions, it being understood that this contract is on a temporary basis, and that renegotiations of same will not be dependent alone upon efficiency but upon factors which have to do with "inbreeding" in the Faculty.

(The approval of this recommendation will incur an increase in the budget of Oral Surgery for the amount of $1,440.00, but it will incur no general increase in the budget of the College of Dentistry since there is now a half-time vacancy in Operative Dentistry and a full-time vacancy in Prosthodontia and most of the accumulated unpaid salaries of those who have resigned would more than compensate for this appointment.

Upon motion, this recommendation was approved.

OFFICE OF THE SECRETARY:

The President presented the following recommendation from the Secretary of the University:

30. That a duplicate diploma be granted to J. Benjamin Ewers, conferring upon him the degree Doctor of Dental Surgery as of June 5, 1931, in lieu of his original diploma which has been damaged beyond repair as per proof submitted.

Upon motion, this recommendation was approved.

OFFICE OF THE TREASURER:

The President presented the following recommendations from the Treasurer of the University:

31. That the resignation of Mr. Lawrence A. Hill, Postmaster, Sub-Station No. 40, be accepted at the close of work on Wednesday, October 31, 1945, the last day of his active employment there.

Upon motion, this recommendation was approved.

32. That Mrs. Elizabeth Ferguson, 1751 You Street, N. W., be appointed postmistress in charge of Station 40, Howard University, at a basic salary of $2,000 per year, ($900.00 to be paid by the United States Post Office) beginning November 1, 1945, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

33. That Mrs. Edna Battle, 1106 - 8th St., N. W., be appointed dishwasher in the University Dining Hall, beginning September 25, 1945, at a salary of $1,200 annually, including board at the rate of $25.00 per month, subject to any and all reductions, appointment to automatically terminate June 30, 1946.

Upon motion, this recommendation was approved.

34. That Mrs. Elva Burke, 204 G Street, N. W., be appointed counter woman in the University cafeteria, beginning October 9, 1945, at a salary of $1,200.00 annually, including board at the rate of $25.00 per month, subject to any and all reductions, appointment to automatically terminate June 30, 1946.

Upon motion, this recommendation was approved.

35. That Mrs. Daisy Frazier, 2250 - 12th Street, N. W., be appointed dishwasher in the University cafeteria, beginning October 2, 1945, at a salary of $1,200.00 annually, including board at the rate of $25.00 per month, appointment to automatically expire June 30, 1946.

Upon motion, this recommendation was approved.

36. That contract be entered into with Technicon Company, 215 East 149th Street, New York, New York, to furnish and deliver to the Howard University School of Medicine, one Steel Micro-Slide Filing Cabinet in the sum of $482.50.

This contract is entered into with the above company, the sole bidder.

Payment of the contract will be made out of the 1946 appropriation for General Expenses and will be charged to the budget of the Department of Anatomy for Equipment.

Upon motion, this recommendation was approved.

37. That contract be entered into with A. S. Aloe Company, 8416 Manchester Road, Silver Spring, Maryland, to furnish and deliver to the University Health Service, two Combination Instrument-Medicine Cabinets at $190.00 each - $380.00.

This contract is entered into with the above company, the sole bidder.

Payment of the contract will be made out of the 1946 appropriation, chargeable to the budget of the University Health Service for Equipment.

Upon motion, this recommendation was approved.

38. That contract be entered into with American Instrument Company, 8010 Georgia Avenue, Washington, D. C., to furnish and deliver to the Department of Chemistry, one Polarometric Analyzer in the sum of $475.00.

This contract is entered into with the above company as sole bidder.

Payment of the contract will be made out of the 1946 Appropriation, chargeable to the budget of Department of Chemistry for Equipment.

Upon motion, this recommendation was approved.

39. That contract be entered into with A. S. Aloe Company, 8416 Manchester Road, Silver Spring, Maryland, to furnish and deliver to Howard University School of Medicine, one Colloid Mill in the sum of $320.00.

This contract is entered into with the above company, the lowest bidder.

Payment of the contract will be made out of the 1946 Appropriation, chargeable to the budget of Department of Bio-Chemistry for Equipment.

Upon motion, this recommendation was approved.

40. That contract be entered into with Bausch & Lomb Optical Company, 1342 Eye Street, N. W., Washington, D. C., to furnish and deliver to Howard University School of Medicine one Binocular Microscope in the sum of $245.25.

The contract is entered into with above company, the lowest bidder.
Payment of the contract will be made out of the 1946 Appropriation, chargeable to the budget of Department of Medicine.

Upon motion, this recommendation was approved.

BUILDINGS AND GROUNDS:

41. That Richard W. Johnson of 1830 Capitol Ave., N. E., be appointed Guard, on a full time basis, beginning October 26, 1945 and automatically expiring June 30, 1946, at a salary rate of $1,200.00 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

42. That the status of Willa Caldwell, Relief Telephone Operator, at a salary rate of $.50 per hour, be changed to a full-time Operator, beginning October 24, 1945 and automatically expiring June 30, 1946, at a salary rate of $1,320. per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

43. That the salary of Earl Proctor, Janitor, at $1,080.00 per year, be increased to $1,200 per year, beginning July 1, 1945 and automatically expiring June 30, 1946.

Upon motion, this recommendation was approved.

44. That the resignation of Henry W. Thomas, Skilled Laborer, at $1,260 per year, be accepted, effective at the close of work September 18, 1945, the last day of active service with the Department.

Upon motion, this recommendation was approved.

45. That the resignation of Goldsborough Ricks, Telephone Operator, at $1,320 per year, be accepted, effective at the close of work September 28, 1945, the last day of active service with the Department.

Upon motion, this recommendation was approved.

46. That Sylvester Robinson of 1306 9th St., N. W., be appointed Boiler Operator, on a full-time basis, beginning October 24, 1945 and automatically expiring June 30, 1946, at a salary rate of $1,350 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

47. That George T. Logan of 935 Kennedy Street, N. W., be appointed Janitor, on a full-time temporary basis, beginning October 17, 1945 and automatically expiring not later than June 30, 1946, at a salary rate of $1,200 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

48. That Lewis Glover of 533 Florida Avenue, N. W., be appointed Janitor, on a full-time basis, beginning October 9, 1945 and automatically expiring not later than June 30, 1946, at a salary rate of $1,200 per year, subject to any and all reductions.

Upon motion, this recommendation was approved.

49. That the services of the following students employed as Laborers here at the University be terminated, effective as of the respective dates:

Name	Address	Services Terminated
Baird, Robert	Miner Hall	September 5, 1945
Banks, Antonio	Y. M. C. A.	" 14, 1945
Brown, Edward	Miner Hall	" 28, 1945
Coleman, William	Miner Hall	" 12, 1945
Cunningham, George	Miner Hall	" 28, 1945
DrePaul, Robert	1107 Irving St.	" 28, 1945
Jackson, Edward	Miner Hall	" 6, 1945
McPhee, Geo. B.	Miner Hall	" 19, 1945
Santiago, Luis B.	Miner Hall	" 28, 1945
Simmons, Virgil	Miner Hall	" 14, 1945
Swayze, Burrus	11 Quincy Pl., N.W.	" 28, 1945
Tinsley, Reginald	122 S St., N. W.	" 26, 1945
Tracey, Ernest E.	Miner Hall	" 11, 1945
Utendahl, Melville	Miner Hall	" 27, 1945
Warehan, Alton L.	1009 Monroe St.	" 27, 1945
Washington, Leroy	Miner Hall	" 14, 1945
Young, Leroy	1303 3rd St., N. W.	" 28, 1945
Stewart, Thomas	Miner Hall	October 3, 1945

Upon motion, this recommendation was approved.

50. That the services of Frank S. Williams, Landscape Engineer, at $2,500.00 per year, be terminated as of December 15, 1945, the last day of active service with the Department.

Upon motion, this recommendation was approved.

RE RETURN TO SEMESTER SYSTEM.

51. At the meeting of the Board of Trustees, held October 23, 1945, the following recommendation was referred to the President with power:

> That the Faculty of the College of Liberal Arts return to the semester system not later than the beginning of the Summer Session of 1945.

The Administrative Assistant to the President, in letter dated November 23, 1945, submits the following statement:

> "Following consultation with the University Council, President Johnson has advised that the College of Liberal Arts will remain on the quarter system this year."

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

The Artistic Canons in the Teaching of Anatomy

W. MONTAGUE COBB, M.D., Ph.D.

Reprinted from

JOURNAL OF THE NATIONAL MEDICAL ASSOCIATION

January, 1944, Vol. XXXVI, No. 1, pp. 3-14

Cobb, W. Montague

1944. Apical pericardial adhesion resembling the reptilian gubernaculum cordis.

Anat. Rec., v. 89, no. 1, May

Anatomy — anomalies Man

PRESS OF
THE WISTAR INSTITUTE
OF ANATOMY AND BIOLOGY
PHILADELPHIA, PA., U.S.A.

With the compliments
of M. A. Raines

Raines, Morris A.

1946. Research Projects in Experimental Botany
at Howard University

B. K. X. Bulletin, Vol. 4, No. 2, May

June 28, 1946

Dean Lewis K. Downing
School of Engineering and Architecture
Howard University
Washington, D. C.

Dear Dean Downing:

Let me thank you for your thoughtfulness in sending me reprints of two articles on engineering which were printed in the Beta Kappa Chi Bulletin. I am sure that brief, popular articles of this sort can do much to stimulate interest in engineering.

With highest personal regards,

Cordially yours,

GUY B. JOHNSON
Executive Director

GBJ:IBT

Reprinted from the BETA KAPPA CHI BULLETIN
Vol. 4, No. 2, May, 1946

RECEIVED
JUN 27 1946
Southern Regional Council

Pre-Engineering

By
Lewis K. Downing
Dean, School of Engineering and Architecture
Howard University, Washington, D. C.

The "Biennial Survey of Education in the United States" Statistics of Higher Education Table No. 10 Bulletin 1940, No. 2, U. S. Office of Education reveals the large proportion of college students who elect engineering as a career as compared to the other professions. Engineering moved from third place in 1937-38 with 89,440 undergraduates and 3,286 graduate men and women to second place in 1941-42 with 119,333 undergraduate and graduate students.(1)

The successful experience of Negroes in scientific and technical positions in war industries, and those thousands trained under A.S.T.P., E.S.M.W.T., the Armed Forces Institute and numerous military services such as the Air Corps, Engineer Corps, Signal Corps, and Naval units over a period of three or increasing demand among veterans and civilian students for preparation in the fields of science and technology for their life work.

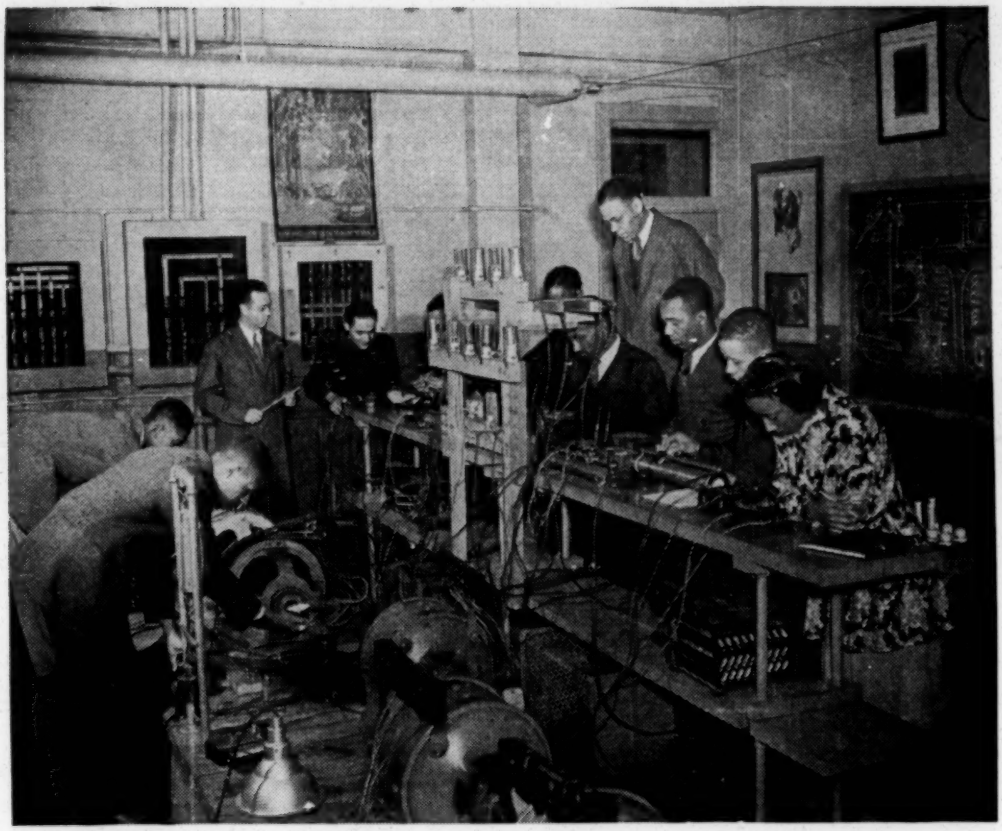
The enrollment of returning veterans at Howard University alone in the fields of Engineering and Architecture in 1946 four years now is creating a rapidly increased by more than six times over that of the previous school year, and according to present reports the peak enrollment of veterans in these professional fields is not in sight.

The quota at engineering schools for the fall 1946 is fast being reached. The enrollment quotas for some institutions have already been met. This means that many students face delay for periods of from one term to a year or more in starting their scientific or engineering education.

One of the effective ways by which many of the 108 institutions of higher learning for the Negro can relieve the strain on Engineering school enrollments is to provide programs in pre-engineering as well as programs in pre-medicine, pre-dentistry, and pre-law.

A pre-engineering program would consist primarily of at least one year of college English, a course in Elements of Expression or Public Speaking, a year of college Chemistry, one year or more of college Physics, and Mathematics through the Calculus. Some institutions are in position to include Mechanical Drawing, Plane Surveying and work in the fields of Economics, Sociology and foreign languages. A few institutions now are able to extend their pre-engineering offerings to include applied mechanics or perhaps Elements of Architecture, Freehand Drawing, Descriptive Geometry and possibly Electrical Machinery, Electrical Measurements and Electronics. Elective courses in Biology, History, Psychology, Philosophy and other current offerings of the college may add sufficiently to the stu-

(1) In 1937-38 Education showed 189,625 undergraduate, and 23,026 graduate students. Commerce and Business showed 96,736 undergraduate men and women and 3,653 graduate students. In 1941-42 Education showed a total of 194,844 undergraduate students while Commerce and Business showed a total of 104,936.



Shown above is a class in Elementary Electrical Circuits and Machinery at Howard University, Washington, D. C. At the right is a snapshot view of some Howard University engineering students on an inspection trip to the Conowingo Hydro - Electric Power Plant at Conowingo, Maryland.

dents' preparation for him to acquire a bachelor's degree before transferring to an Engineering school from which he should then after about two years residence study be able to secure the first degree in Engineering or Architecture.

Students for pre-engineering programs should show personal qualities such as character, understanding of men, good judgment, industry, initiative, courtesy and good health.

A prime qualification of an engineer is his ability to use Mathematics. The mere fact that one likes to tinker and to make things is not a sufficient indication that he will become a successful engineer. The ability to plan is far more important than mere dexterity. (2) Without a natural interest in and aptitude for both Mathematics and the natural sciences, one should look toward some other vocation for succcess. (3)

The war caught both Negro students and Negro institutions short of the type of training and educational facilities necessary to meet adequately the tremendous scientific and technical manpower shortage. The coming of the Peace with its post-war requirements in scientific and technical manpower challenges the programs of Negro educational institutions. Especially does it challenge the adequacy of their staff and laboratory facilities of Mathematics, Physics, Biology, Chemistry and the Humanities. It may even challenge the objective of each respective institution of higher education if it is to serve and serve well the present and future demands of all its student population.

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(2) "Engineering A Career, A Culture"—The Engineering Foundation, 29 West Thirty-Ninth Street, New York City.

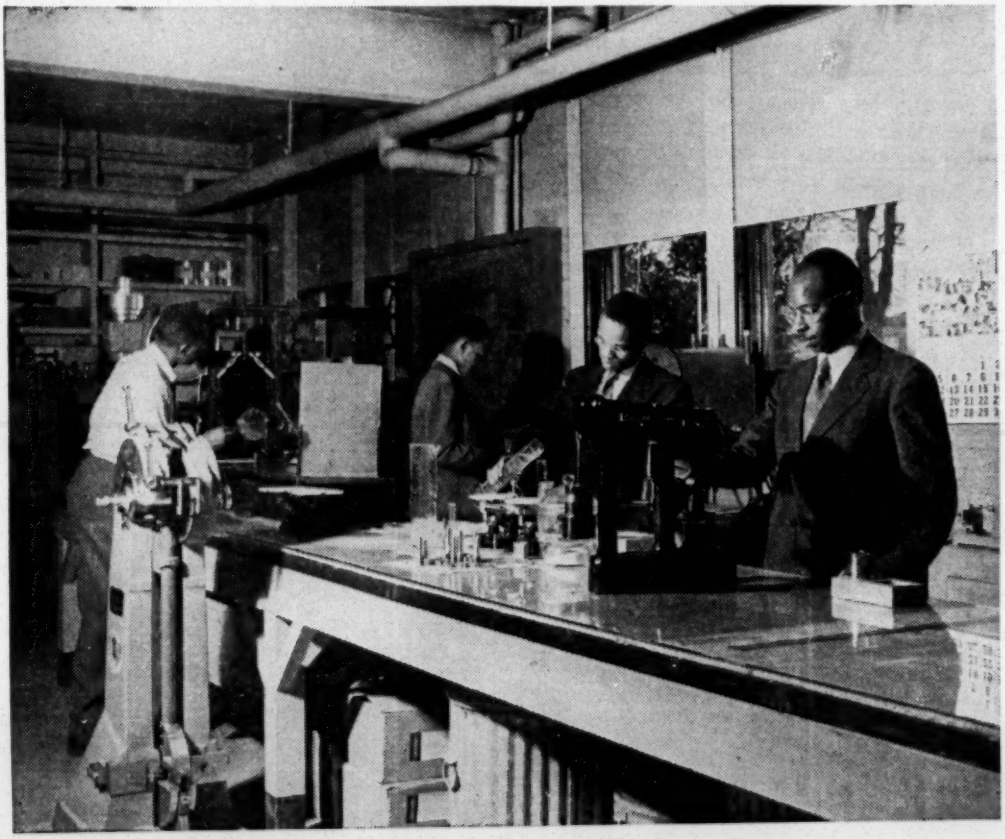
(3) "Building an Engineering Career", Clement C. Williams, McGraw-Hill Book Co., Inc., New York City.

Reprinted from the BETA KAPPA CHI BULLETIN
Vol. 4, No. 2, May, 1946

The Civil Engineer

By
Lewis K. Downing
Dean, School of Engineering and Architecture
Howard University, Washington, D. C.

Engineering has been defined as "the art and science of controlling and directing the materials and power sources in nature for the use and convenience of the human race". The scientist discovers the laws of nature—the Engineer takes the discoveries of the scientist and converts them into useful channels for the benefit of man. The team work of physicists, chemists, bacteriologists, other scientists and engineers brought the atomic bomb to a reality and opened up an entirely new and unlimited area of technological advancement. To Major General Leslie R. Groves, a Civil Engineer, was entrusted the coordination and



Class in Materials Testing Department of Civil Engineering at Howard University, Washington, D. C.

implementation of all activities in the development of the atomic bomb project.

Early engineering was basically military in purpose and in fact. Great works of engineering come down to us from the early days of the Roman Empire. Huge aqueducts radiated from Rome to points of military operation many miles away. These assured the necessary water supply for the armies. Via Appia, a great military highway constructed of large blocks of stone four feet deep and placed by prisoners of war for the passage of troops and chariots and men 2,000 years ago was used by American troops to enter Rome in World War II. Julius Caesar was a highway engineer.

Military engineering re-converted to peace-time civilian use became known as Civil Engineering now considered the mother of all modern professional engineering. All main divisions or branches of the engineering profession have their origin in Civil Engineering.

The design, construction, and operation of dams, water supply systems, water power plants, tunnels, bridges, highways, waterways, air fields, sanitary systems, and public utilities; the survey of public lands, control of erosion, irrigation; teaching, research, consulting service, and regional planning are among the private governmental and industrial opportunities in the life's work of the Civil Engineer.

Included among prominent Negroes in the field of Civil Engineering are: Archibald A. Alexander, builder of the Grand Rapids (Michigan) Sewage Treatment Plant, Tidal Basin Bridge, District of Columbia and other engineering projects; Charles S. Duke, Structural Engineer, Analyst, Federal Public Housing Administration; Samuel R. Cheevers, Highway Engineer and Engineering Contractor; Cornelius L. Henderson, Structural Engineer, Canadian Bridge Company; William F Thornton, Civil Engineer, President, National Technical Association; and Archibald F. Glover, Civil Engineer, Department of Public Works, New York City.

Preparation for the profession of Civil Engineering calls for a thorough background in College Mathematics, Physics, Chemistry, Biology and the Humanities along with discipline in the professional courses allied to and in the field of Civil Engineering.

April 14, 1947

Miss Inabel B. Lindsay
School of Social Work
Howard University
Washington, D. C

Re: Thomas E. Willis

Dear Miss Lindsay:

This will acknowledge your letter of March 31, concerning Thomas E. Willis, who is applying for admission to the Howard University School of Social Work.

Mr. Willis was above the average as a student at State Teachers College, Elizabeth City, North Carolina. He is ambitious, energetic, and of sterling character.

I believe he had a slight speech impediment. As I recall however, he lost this while an officer in the U. S. Army. He should make an effective worker in this field.

Sincerely yours,

HAROLD L. TRIGG
Associate Executive Director

HLT:k

HOWARD UNIVERSITY
Washington, D. C.

SCHOOL OF SOCIAL WORK
Office of the Director

March 31, 1947

Dr. Harold L. Trigg
Southern Regional Council, Associate Director
Atlanta, Georgia

Thomas E. Willis

Dear Doctor Trigg:

The person whose name appears above has applied for admission to the School of Social Work here and has given your name as reference. This training offers a program of professional education through a combination of courses and supervised practice. Because of the responsibilities involved in social work, and because the training facilities of the School are limited, we must consider more than educational requirements for graduate work in selecting students. Your evaluation of the applicant will be helpful in considering his ability to handle this training satisfactorily and in the planning of his program if he is admitted to our school.

We have a record of all academic work, of positions held, and a statement prepared by the applicant relating to his qualifications for this training. We realize that your knowledge of the applicant may not be sufficient to enable you to make a detailed analysis of his capacities, but we shall appreciate whatever opinion you are able to offer on the basis of your contact with him. The following points are suggestive of the material that will be most helpful.

1. How long and in what connection have you known the applicant?
2. Please evaluate his intellectual and personal capacities considering such factors as independence and clarity of thinking, habits of work, purposefulness, handling of social relationships, maturity, potentialities for growth.
3. What limitations does applicant present about which we should be aware, not only in considering his qualities for social work, but in planning his training program?

Reference material is so indispensable in the consideration of applications that the Admissions Committee hopes you will write us fully and promptly. All information given is considered as confidential.

Sincerely yours,

Inabel B. Lindsay

Inabel Burns Lindsay, Director
School of Social Work

IBL:p

HOWARD UNIVERSITY
WASHINGTON, D. C.

Zone 1
February Second

1 9 4 4

OFFICE OF THE PRESIDENT

Dear Dr. Johnson:

I note with very great interest that you are leaving for Atlanta soon to take a position as Executive Director to the newly organized Southern Regional Council. I can imagine that it is exceedingly hard for you to think of leaving Chapel Hill after twenty years of service there. You are quite right, however, in feeling that the new Regional Council represents a challenge. I hope that you will find its work an avenue for the most vigorous and happy use of all your powers.

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Professor Guy B. Johnson
Institute for Research in Social Science
The University of North Carolina
Chapel Hill, North Carolina

February 25, 1944

Mr. James Nabrit, Jr.
Howard University
Washington 1, D. C.

Dear Mr. Nabrit:

Unless something unforeseen arises, I hope to be at Howard University on Thursday, March 2. I plan to arrive Thursday morning about 9 o'clock.

Sincerely yours,

GUY B. JOHNSON
Executive Director

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

OFFICE OF
THE SECRETARY

Zone 1

February 18, 1944

TO: THE MEMBERS OF
THE BOARD OF TRUSTEES
HOWARD UNIVERSITY:

Upon direction of the President, I am writing to inquire of the members of the Board of Trustees if they plan to attend Charter Day exercises on Thursday, March 2, 1944.

In the traditional morning exercises at ten-thirty o'clock, in the Andrew Rankin Memorial Chapel, three Annual Alumni Awards will be made to Madame Lillian Evanti, in music; Dr. W. Lincoln Hawkins, in chemistry; and Attorney Thurgood Marshall, in law; while Dr. Frank Porter Graham, President of the University of North Carolina will deliver the principal address.

The Charter Day Banquet, under the joint supervision of the Classes of fours and the Board of Trustees, will be held in the evening at eight o'clock, in Frazier Hall, at which time the Honorable Homer S. Brown, member of the Pennsylvania House of Representatives will speak. The recipients of the Annual Alumni Awards will be presented for brief talks.

In order that suitable accommodations may be provided for members of the Board of Trustees, I will appreciate your advising me as early as possible whether it is convenient for you to attend.

I would like also to be provided with your cap and gown size to be used in the academic procession.

Sincerely yours,

James M. Nabrit, Jr.
Secretary

JMN:es

HOWARD UNIVERSITY
WASHINGTON, D. C.

OFFICE OF THE PRESIDENT

Zone 1

March Ninth

1 9 4 4

Dear Dr. Johnson:

Herewith I send you copy of a release sent out by the Office of War Information, regarding the A-Cappella Choir of Howard University, together with copy of a letter addressed to Dean Lawson by Elmira Bier, Assistant to the Director of the Phillips Memorial Gallery of Art as well as criticisms from the Washington Post and the Times Herald. The concert given at the Phillips Memorial Gallery was one of several which Dean Lawson has given of late. In all cases he and his chorus have been enthusiastically received.

These excerpts confirm the conviction which I communicated to you in my annual report, namely, "The new Dean of the School of Music is a very able and constructive successor to our greatly esteemed Miss Childers. He has sustained and substantially exceeded the enrollment of the previous year. He has greatly improved the music for public occasions. He has done constructive work in the organization of his staff and in the reorganization of his curriculum, and the morale in the School of Music, under his leadership has been excellent."

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
University of North Carolina
Chapel Hill, North Carolina

PHILLIPS MEMORIAL GALLERY
1600 TWENTY FIRST STREET
WASHINGTON, D. C.

DUNCAN PHILLIPS
Director
MARJORIE PHILLIPS
Associate Director
C. LAW WATKINS
Associate Director
ELMIRA BIER
Assistant to Director

February 17, 1944

[illegible]

Mr. [illegible],
[illegible] of School of Music,
[illegible] University, Washington, D. C.

Dear Mr. [illegible]:

[illegible] I want to think [illegible] beautiful concert you gave [illegible] pleased with [illegible] you remembered all the nice things [illegible] tell you that I think you were [illegible] than Spirituals. I [illegible] lullaby produced some [illegible] I have ever heard in my life. [illegible] feeling and beauty with which [illegible]. Please thank them for us.

[illegible] small check which is the [illegible] published by a grateful [illegible] artists. We hope that it may be [illegible] Choir in Gill's need that this [illegible].

Sincerely yours,

Elmira Bier

c o p y

Compiled on February 15, 1944, for overseas broadcast by Office of War Information. (Not to be released for publication)

c o p y

The A Cappella Choir of Howard University, Washington, D. C., has, in the past two years, become recognized as one of the outstanding groups of its kind in this country. Their latest appearance at the Phillips Memorial Gallery on February 14 drew uniformly favorable comments from the critics of the metropolitan daily press in the Nation's Capital. Aside from the fact that the choir is composed of young Negro voices, with their traditional enthusiasm for singing, chief credit for its development may be due to its director, Warner Lawson.

Mr. Lawson is himself one of the best trained musicians of the United States, and has a background of musicianship in his family that is of the best. His father, R. Augustus Lawson, of Hartford, Conn., is an outstanding pianist and music teacher. Like his father, Warner Lawson has been well grounded in the fundamentals of his profession. From early childhood he studied with his parent, and after finishing high school he went to Fisk University, Nashville, Tenn., where the Fisk Jubilee Singers helped to make Negro music famous.

Upon his graduation from Fisk, Mr. Lawson entered the School of Music at Yale, taking his bachelor's degree in music literature under Bruce Simonds. While attending Yale he taught with his father in Hartford. Then in 1930, he went to Berlin where he studied under Artur Schnabel, one of the outstanding Beethoven authorities, who is now in exile in this country.

Returning to the United States, Mr. Lawson joined the faculty of Fisk University where he remained four years. Subsequently he did graduate work at Harvard University, taking his Master of Arts Degree in music and conducting with Prof. Davidson of that institution.

In 1936, he transferred his teaching activities to A. & T. College, Greensboro, N. C., as head of the Music Department. Then two years ago he came to Howard University as Dean of the School of Music.

In addition to his work as a conductor, Mr. Lawson is also an outstanding pianist and has given numerous concerts in his own specialty.

The recent concert by the A Cappella Choir of Howard was characterized by Dr. Glenn Dillard Gunn in the Washington Times-Herald as "a delightful program." Continuing his criticism, Dr. Gunn wrote:

"This chorus sings well, not alone because it is made up of fine voices and excellently trained, but chiefly by reason of its superlative diction. No choir in my experience has been similarly successful in projecting the texts clearly and with feeling . . . The word makes the tone. It also confirms the discipline and justifies every expressive inflection."

Ray C. B. Brown, writing in The Washington Post, reported:

"The discipline of the singers was commendable in the precision of attack and clarity of the part-singing."

Not since the death of the late Dr. R. Nathaniel Dett has a Negro conductor of an A Cappella Choir won such unanimous praise from critics in a large metropolitan center.

THE WASHINGTON POST
Tuesday, February 15, 1944

Postlude

By Ray C. B. Brown

Capacity Audience Enjoys Program by Howard U. Choir

Phillips Memorial Gallery presents Howard University Choir A Capella on Monday night. Director: Warner Lawson. Program of compositions by Chaikovski, Arkhangelski, Lvovski, Ippolitov-Ivanov, Rakhmaninov, Christiansen, Kounts and Goldbeck, and Negro spirituals arranged by Kerr, Lawson, Burleigh, Dett and Dawson.

Undeterred by a cold and dismal rain, music-lovers who had planned to hear Howard University Choir filled the auditorium of Phillips Memorial Gallery last evening and enjoyed a concert directed by Warner Lawson. Singing a cappella, the mixed chorus showed a good balance of voices and justness of intonation in a program consisting in the main of religious compositions and those spontaneous devotional songs so aptly called spirituals. The discipline of the singers was commendable in the precision of attack and the clarity of the part-singing.

Five of the numbers were from the liturgy of the Russian Orthodox Church to which so many notable composers have contributed since Dmitri Bortnianski introduced his reforms in the early eighteenth century. There was a lovely "Ave Maria" by Rakhmaninov, a fine "Credo" by Chaikovski, Arkhangelski's "Day of Judgment," Ippolitov-Ivanov's "Bless Thou the Lord" and Lvovski's famous "Gospodi Pomiluf" with the rapidly repeated prayer sinking almost to inaudibility and rising again in crescendo. One noticed that it was sung as "Hospodi," which is incorrect, for there is no H in the language. As Russians, the Prince of Denmark is Gamlet, and the Nazi dictator is Gitler.

Melius Christiansen, the Norwegian-born composer who has done so much for choral development in his adopted country, was represented by "Beautiful Savior," "Lullaby" and "From Grief to Glory." The excellently sung spirituals were in arrangements by Warner Lawson ("Stand the Storm" and "Done Made My Vow"), Thomas Kerr ("Don't Let Nobody Turn You Round"), Henry Burleigh ("Deep River"), Nathaniel Dett ("I'll Never Turn Back") and William Dawson ("Ain-a That Good News").

TIMES-HERALD WASHINGTON, D. C.
TUESDAY, FEBRUARY 15, 1944

Howard's A Cappella Choir Lauded for Phillips Concert

By GLENN DILLARD GUNN

The A Cappella Choir of Howard University, Warner Lawson conducting, offered a delightful program last night at the Phillips Memorial Gallery. Though the group has suffered from the draft in tenor and bass divisions the conductor proved sufficiently resourceful to select a program that displayed the women's voices to advantage without betraying the weakness in male personnel.

He was obliged to omit Palestrina, Bach and the other polyphonists and contrapuntalists, taking refuge in excepts from the Russian liturgy and drawing liberally from the briefer compositions of F. Melius Christiensen, pioneer of unaccompanied choral art in this country. He also quoted the spirituals of his own race in settings by Kerr, Burleigh, Dett, Dawson and himself, and these in turn proved suhprisingly compatible with the Russian numbers.

This chorus sings well, not alone because it is made up of fine voices and excellently trained, but chiefly by reason of its superlative diction. No choir in my experience has been similarly successful in projecting the texts clearly and with feeling, though smaller groups have done as much. The word makes the tone. It also confirms the discipline and justifies every expressive inflection.

It follows that all these essentials of fine choral song were present in ample measure. The conductor's wisdom was demonstrated again in the matter of volume. He kept the tone light and the voices flexible, achieving his expressive intentions by subtle contrasts. These made such numbers as Arkangelsky's "Day of Judgement," Ippolitov-Ivanof's "Bless the Lord," Christiensen's "Beautiful Savior" and "Lullaby" and Rachmaninoff's "Ave Maria" moments of distinguished and characteristic beauty.

The choir also delivered Lvovsky's "Hospodi Pomiluf" (God Have Mercy Upon Us), a famous tongue-twister demanding the greatest rapidity of articulation and the utmost in dynamic control, with complete clarity and fine command of proportion. The spirituals of course made the conspicuous successes of the evening.

MINUTES OF EXECUTIVE COMMITTEE
HOWARD UNIVERSITY
WASHINGTON D. C.
MARCH 17, 1944

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HOWARD UNIVERSITY
WASHINGTON, D. C.
EXECUTIVE COMMITTEE
MARCH 17, 1944

A meeting of the Executive Committee of the Board of Trustees of Howard University was held in the Founders Library, University Campus, March 17, 1944, at 10:00 A. M.

Present:

Dr. George W. Coleman, Chairman
Mr. W. Justin Carter
Mr. Lorimer D. Milton

Dr. P. B. Young, Chairman, Board of Trustees
Dr. Mordecai W. Johnson, President of the University
Mr. V. D. Johnston, Treasurer of the University
Mr. James M. Nabrit, Jr., Secretary of the University

Excuses were rendered for Mr. V. B. Deyber and Dr. C. C. Spaulding who were unable to be present.

Prayer by President Johnson.

PRESIDENT'S MATTERS

GRADUATE SCHOOL:

The President presented the following recommendations from the Dean of the Graduate School:

1. That the following credit requirement for the Master's degree:

"The credit requirements for the Master's degree are forty-five (45) quarter hours distributed as follows:

1. Thirty-six (36) quarter hours of work in courses yielding graduate credit. These must be distributed as follows:

   a. At least eighteen (18) quarter hours must be earned in the major subject.

   b. At least twenty-five (25) quarter hours must be earned in courses numbered 200 or above.

   c. The remaining eighteen (18) quarter hours of the thirty-six (36) quarter hours may be earned in the major subject or in any other subjects approved by the major department.

2. A thesis yielding nine (9) quarter hours credit,"

be amended to read:

The credit requirements for the Master's degree are forty-five (45) quarter hours distributed as follows:

1. Thirty-six (36) quarter hours of work in courses yielding graduate credit. These must be distributed as follows:

   a. At least eighteen (18) quarter hours must be earned in the major subject.

   b. At least twenty-five (25) quarter hours must be earned in courses numbered 200 or above.

   c. The remaining eighteen (18) quarter hours of the thirty-six (36) quarter hours may be earned in the major subject or in any other subjects approved by the major department.

2. A thesis yielding not more than ten (10) quarter hours credit.

Upon motion, this recommendation was referred to the Committee on Instruction and Research.

2. That five (5) assistantships, each carrying a stipend of $500 and a remission of all fees, except matriculation fee, be established in the Graduate School to be awarded to students of demonstrated scholarship over and above what is normally required for fellowships and scholarships.

Upon motion, this recommendation was referred to the Finance Committee in connection with the budget.

3. That Mrs. Ruth R. Adams (4423 South Indiana Avenue, Chicago, Illinois, A.B., University of California, 1938; candidate for the Master's degree in Social Work, University of Chicago, 1944; present position, Consultant on Medical Assistance, Public Assistance Division, Cook County Bureau of Public Welfare), be appointed Instructor in Social Work at a salary of $200 per month, subject to any and all deductions; this appointment to begin March 17, 1944 and to terminate automatically June 30, 1944.

Upon motion, this recommendation was approved.

COLLEGE OF LIBERAL ARTS:

The President presented the following recommendations from the Dean of the College of Liberal Arts:

4. That the budget for the Nursery School of the Department of Home Economics for the Third Quarter, March 27, 1944 to June 27, 1944, be approved as follows:

CREDIT

Income from eight (8) children @ $50.00 per month .....$ 400.00

DEBIT

Expenditure per month -

Assistant	$ 80.00	
Cook	20.00	
Milk	18.00	
Oil	4.00	
	$122.00	per month
	$366.00	for 3 months

Miscellaneous supplies
(toys, dishes, books, etc.) .... 34.00 for 3 months

Total expenditures for three months 400.00

Upon motion, this recommendation was approved.

5. That Ardella C. Ware, S.B., Prairie View State College; M.A., Howard University, be reappointed Assistant in the Nursery School for the Third Quarter, March 27, 1944 to June 27, 1944, at a monthly salary rate of $80.00.

Upon motion, this recommendation was approved.

6. That the resignation of Ruth Hill Holley as stenographer-clerk (part-time) in the Department of Physical education for Men, as of the close of business on March 4, 1944, be accepted.

Upon motion, this recommendation was approved.

7. That Mrs. Vivian Sparks (4943 Just Street, N.E.) be appointed stenographer-clerk (part-time) in the Department of Physical Education for Men, to fill the vacancy created by the resignation of Mrs. Ruth Olive Holley, at an annual basic salary rate of $540; this appointment to begin as of March 6, 1944, and to terminate automatically June 30, 1944.

Upon motion, this recommendation was approved.

8. That Mrs. C. Silence Woodruff, S.B., M.A., Howard University, be appointed Assistant in the Department of Botany for the Spring Quarter, 1944, beginning March 21, 1944 and terminating June 30, 1944, at a salary of $500 for the period, subject to any and all reductions.

Upon motion, this recommendation was approved.

9. That Roscoe E. Lewis, Ph.D., Brown University, 1925; M.S., Howard University, 1927, graduate work at Columbia University and American University, be reappointed part-time (1/3) Instructor in the Social Science Survey Course for the Spring Quarter, 1944, at a salary of $500 for the quarter, subject to any and all reductions; this appointment to begin March 21, 1944 and to terminate June 30, 1944.

Upon motion, this recommendation was approved.

10. That Highwarden Just be reappointed part-time (2/3) Assistant in the Social Science Survey Course for the Spring Quarter, 1944, at a salary of $499.96 for the quarter, subject to any and all reductions; this appointment to begin March 21, 1944, and to terminate June 30, 1944.

Upon motion, this recommendation was approved.

11. That the resignation of Mrs. Mae E. Phipps as Stenographer-Clerk in the Office of the Dean of the College of Liberal Arts, be accepted as of the close of business, February 28, 1944.

Upon motion, this recommendation was approved.

12. That Mrs. Rosa B. Nichols be appointed Stenographer-Clerk in the Office of the Dean of the College of Liberal Arts, at an annual basic salary rate of $1,440.00, subject to any and all reductions; this appointment to begin as of March 8, 1944, and to terminate June 30, 1944.

Upon motion, this recommendation was approved.

13. That Mrs. Margaret Barnes Cunningham be appointed Special Assistant in the Department of Education for the Spring Quarter, 1944, beginning March 21, 1944, and ending June 30, 1944, at a salary of $600 for the period, subject to any and all reductions.

Upon motion, this recommendation was approved.

14. That the resignation of Elizabeth A. Ray as Instructor in Physical Education for Women be accepted as of the close of business March 20, 1944.

Upon motion, this recommendation was approved.

15. That the leave of absence, without pay, previously granted to Harold O. Lewis, Instructor in History, be continued for the Spring Quarter, 1943-1944.

Upon motion, this recommendation was approved.

16. That Mrs. Vivienne L. Sparks, 4903 Just Street, N.E., be appointed Typist for the Project which is being conducted by Research Assistant Professor William L. Hansberry, vice Ruth O. Holley, resigned, at a monthly salary rate of $54.00, the appointment to begin March 6 and to terminate April 30, 1944.

Upon motion, this recommendation was approved.

17. That Merze Tate, Ph.D., be reappointed Associate Professor of History, two-thirds time, for the Spring Quarter, 1944, vice Harold O. Lewis, on leave without pay, at a salary of $666.66 for the period, subject to any and all reductions; this appointment to begin March 21, 1944, and to terminate June 30, 1944.

Upon motion, this recommendation was approved.

18. That Eric Williams, Assistant Professor of Political and Social Science, be granted part leave of absence (two-thirds) for the Spring Quarter, 1944, at a salary of $255.55 for the period (which is one-third of his full salary for the Spring Quarter), subject to any and all reductions; this part leave

to begin March 21, 1944, and to terminate June 30, 1944.

Upon motion, this recommendation was approved.

19. That David Pinckney, A.B., Lincoln University (308 West 151st Street, New York City), be appointed laboratory assistant in chemistry for the Spring Quarter 1943-44, at the regular stipend rate of $400 for ten months.

Upon motion, this recommendation was approved.

20. That Alfred S. Spriggs, A.B., Dillard University, be appointed laboratory assistant in chemistry for the Spring Quarter, 1944, at the annual stipend rate of $400 for ten months, or $133.33 for the quarter.

Upon motion, this recommendation was approved.

21. That Jonathan L. Snead, S.B., Virginia Union University, be appointed laboratory assistant in chemistry for the Spring Quarter, 1944, at the annual stipend of $400.00 for ten months, or $133.33 for the quarter.

Upon motion, this recommendation was approved.

22. That candidates named below, having fulfilled all the requirements for graduation from the College of Liberal Arts, including the payment of fees, be recommended to the Board of Trustees to receive the degree indicated opposite their names, as of the close of the Fall Quarter, 1943:

Candidate	Degree
Cones, Thelma Yvonne Thomas	S.B.
Fox, Audrey Viola	A.B.

By the Faculty of the College of Liberal Arts, meeting in Room 116, Douglass Hall, February 15, 1944, at 12 o'clock noon.

Upon motion, this recommendation was approved.

23. (a) That Miss Cereta Perry, instructor in the Department of Physical Education for Women, be added to the list of Evening School instructors submitted on January 22, 1944 at a salary of $25 for the Winter Quarter.

(b) That the total of $8,990 requested for salaries in Recommendation Number 11 be increased to $9,015 to cover this addition.

Upon motion, this recommendation was approved.

SCHOOL OF ENGINEERING AND ARCHITECTURE:

The President presented the following recommendations from the Dean of the School of Engineering and Architecture:

24. That the teaching, course assistants, and other service personnel salaries and wages for conducting the Engineering, Science and Management War Training Program as listed below be approved, subject to change or discontinuance at any

time at the direction of the U. S. Office of Education and/or Howard University and subject to the limit of the approved salary budgets for these ESMWT courses.

HEATING, VENTILATING, AND SPRINKLER DESIGN - Code 2018 - 16 Weeks (96 Hours)
Course started February 17, 1944

Darnley E. Howard (Program Construction and Supervision) .....$ 45.00
M. L. Weiss (Instructor in Plumbing, Sprinkler Design, etc.) 200.00
Howard H. Mackey (Instructor in Heating (Design), Ventilation, etc.) .. 178.00
Walter Lenox Roberts, Jr. (Instructor in Design) 107.00

TOOL ENGINEERING I - Code 2020 - 12 Weeks (192 Hours)
Course started February 14, 1944

Robert H. Oakes (Instructor) 555.00

ELECTRIC POWER MACHINERY AND EQUIPMENT - Code 2021 - 18 Weeks (270 Hours)
Course started February 22, 1944

Lee J. Purnell (Supervision) 50.00
Lee J. Purnell (Instructor-Lecture and Laboratory) 834.00
Bryant C. Harris (Laboratory Instructor) 417.00
Arthur D. Jewell (Laboratory Instructor) 313.00

Upon motion, this recommendation was approved.

25. (1) That a full quarter's program in Engineering and Architecture be offered during the Summer of 1944, to begin June 6, 1944, and end August 29, 1944.

(2) That compensation of participating teachers for the quarter be on the basis of 2/10 of their basic annual salaries figured on the basis of fifteen (15) quarter hours work as a full load assignment. The maximum salary for the quarter shall be $600.00 and the minimum salary for a participating teacher shall be $200.00.

(3) That the Secretary of the University be authorized to place suitable announcements of the Summer Quarter in selected newspapers and periodicals.

(4) That the University provide ten (10) tuition scholarships of value $47.00 each or a total of $470.00 for needy students in Engineering and Architecture during the Summer of 1944.

(5) That the Dean of the School of Engineering and Architecture present a final estimate for the economical operation of the School of Engineering and Architecture for the Summer Quarter of 1944 within three (3) weeks after the opening of the term.

Upon motion, this recommendation was referred to the Committee on Instruction and Research.

SCHOOL OF MUSIC:

The President presented the following recommendation from the Dean of the School of Music:

26. That Miss Mydelle Florence Skinner, Mus.B., 1941, the School of Music, Howard University, be appointed temporary instructor of organ for the period be-

ginning March 2, 1944, ending March 17, 1944, with a salary of $25.00 for this period.

Upon motion, this recommendation was approved.

27. That Mrs. Lillian Webster Jones, Mus.B. in Music Education, University of Kansas, graduate study Northwestern University, New York University and the University of Kansas, be appointed temporary instructor of piano and theory for the period beginning March 2, 1944, ending March 17, 1944, with a salary of $20.00 for this period.

Upon motion, this recommendation was approved.

DEAN OF MEN:

The President presented the following recommendations from the Dean of Men:

28. A. That Mr. Thomas E. Hawkins, Assistant to the Dean of Men, be granted leave of absence during the calendar year of September 1, 1944, to September 1, 1945, to do graduate work at Columbia University towards Doctorate of Education Degree in Personnel Administration.

B. That Mr. Thomas E. Hawkins, Assistant to the Dean of Men, be granted financial aid as per the financial aid usually granted to members of the faculty who are given sabbatical leave to study, namely, one-half of a year's salary. The salary of Mr. Hawkins is $2,300 per year.

C. That during Mr. Hawkins' leave of absence as stated above, his family be permitted to continue residence in the Apartment in Cook Hall, providing such continuance does not seriously handicap the Personnel Program in the Department of the Dean of Men. (Should the war close and a large number of students return to the University during the next year and the Dean of Men found it necessary to bring in a person with a family, then the question of their occupancy might create a problem.)

Upon motion, these recommendations were referred to the Committee on Instruction and Research.

COLLEGE OF MEDICINE:

The President presented the following recommendations from the Dean of the College of Medicine:

29. That the forty-six students whose names are listed herein below and who have satisfied all scholastic and financial requirements for graduation from the College of Medicine of Howard University and are in their persons and morals above reproach, be recommended to the Board of Trustees to receive the degree of Doctor of Medicine:

1. Allen, Oscar Clement M.D.
2. Bassette III, Andrew Wm. Earnest M.D.
3. Beckwith, Carl Curtis M.D.
4. Bellinger, Ruth Ann M.D.
5. Bennett, Crayton Joseph M.D.
6. Benthan, Seyton Gardner M.D.
7. Brown, Charles Augustus Pierce M.D.

8.	Brown, Daniel Webster	M.D.
9.	Brown, George Philip	M.D.
10.	Bullock, William Horace	M.D.
11.	Bynoe, Jr., Ernest Clifford	M.D.
12.	Carter, James Matthews	M.D.
13.	Chapman, Roland Henry	M.D.
14.	Clark, Charles Warfield	M.D.
15.	Cockburn, Wilfred Patrick	M.D.
16.	Coston, Ray Stanley	M.D.
17.	Deane, Jr., Robert Armistead	M.D.
18.	Dent III, Thomas Marshall	M.D.
19.	Denniston, Baron DeCurtin	M.D.
20.	Dyer, Jr., Joseph Francis	M.D.
21.	English, Jr., Leo Victor	M.D.
22.	Evans, Melvin Herbert	M.D.
23.	Harris, Elwood G.	M.D.
24.	Jackson, John Horace	M.D.
25.	Jamison, Jr., Francis Trevanian	M.D.
26.	Johnson, Frank Bacchus	M.D.
27.	Johnson, Stewart Jennings	M.D.
28.	Jones, Jr., Benjamin	M.D.
29.	Lyons, Jr., John Barks	M.D.
30.	Marshall, Caesar Lawrence	M.D.
31.	Martin, Joseph Popel	M.D.
32.	Martin, Murray Joseph	M.D.
33.	Martin, Wiley Winston	M.D.
34.	Middleton, Catherine Brown	M.D.
35.	Palmer, Milton Roman	M.D.
36.	Parker, Jr., James Wesley	M.D.
37.	Plummer, Justin	M.D.
38.	Pogue, Elbert Hugo	M.D.
39.	Quick, Lorenzo Douglas	M.D.
40.	Runner, Charles Jefferson	M.D.
41.	Salazar, Jose Alberto	M.D.
42.	Spellman, Mitchell Wright	M.D.
43.	Thomas, Jr., John Wesley	M.D.
44.	Toppin, Kenneth Lester	M.D.
45.	Watson, James Albert	M.D.
46.	Weekes, Charles Vernon	M.D.

Upon motion, this recommendation was approved.

30. That the two students whose names appear below and who have not met all scholastic requirements of the University for graduation from the College of Medicine, though satisfying to our best knowledge and judgment all other requirements, be recommended to the Board of Trustees to receive the degree of Doctor of Medicine upon completion of the work indicated by the marks and courses which appear after their names:

1. Bernard Jr., Waldo Byrnes:
   "F" - Ob. & Gyn. Clerkship
   "I" - Prin. of Op. Surgery

2. Lucas, Roland DuBois:
   "F" - Medical Clerkship
   "F" - Medical Clinic

Upon motion, this recommendation was referred to the President with power to act if and when requirements are fulfilled.

31. That Mr. James V. Hackney, 1130 Seventh Street, N. E., Washington, D. C., sophomore medical student, be appointed Student Assistant in the Medical Library, part-time, for the last quarter of this school year, at a stipend of $83.33, vice Mr. William Bullock, graduating senior, for the period beginning March 17, 1944 and automatically expiring on June 30, 1944, with the understanding that the salary above mentioned shall be applied to the payment of tuition for Mr. Hackney as a student in the College of Medicine.

Upon motion, this recommendation was approved.

32. That Mrs. Mildred Burrill, now serving an appointment as stenographer-clerk, full-time (half-time in the Department of Anatomy and half-time in the Department of Pharmacology), approved Recommendation #260, be permitted to resign from one of these half-time positions, namely, the one in the Department of Anatomy, and that she be listed as part-time clerk in the Department of Pharmacology only, at a salary rate of $600.00 per year of twelve months, beginning as of February 21, 1944, and automatically expiring on June 30, 1944.

Upon motion, this recommendation was approved.

33. That Mrs. Veronica B. Wynn, now serving an appointment as stenographer-clerk, part-time, in the Department of Biochemistry, be reassigned as stenographer-clerk, full-time (half-time in the Department of Biochemistry and half-time in the Department of Anatomy, vice Mrs. M. Burrill, resigned), at a basic salary of $1,200 per annum, subject to any and all reductions, beginning as of February 21, 1944, and automatically expiring on June 30, 1944, compensation to be computed on the basis of twelve months to the year.

Upon motion, this recommendation was approved.

34. That the resignation of Gilbert S. Batten, Technical Assistant in the Department of Biochemistry, be accepted as of the close of business on February 26, 1944.

Upon motion, this recommendation was approved.

35. That Miss Clover L. Oliver, now serving an appointment as Senior Medical Technician in the Division of Service and Supplies, at a basic salary at the rate of $1,700 per annum for twelve months' service, be given the additional duties of Assistant Director of Clinical Laboratories, and

That for these additional duties and responsibilities she be paid additional compensation at the rate of $300 per annum for twelve months' service, subject to any and all future reductions, for the period beginning as of February 21, 1944, and automatically expiring on June 30, 1944.

Upon motion, this recommendation was approved.

36. That an amount of $333.32 be transferred from unobligated balances in the budget of the College of Medicine to the budget of the Medical Library for the remainder of the current fiscal year ending on June 30, 1944, in order to underwrite the expenses of four student assistants in the Medical Library for the

Spring Quarter at the rate of $83.33 per student; and

That the above stipend shall be applied to the payment of tuition for the following named student assistants in the Medical Library for the Spring Quarter beginning March 25, 1944, and ending June 17, 1944:

Miss Ursula Sclafford
Miss Leona Turner
Mr. John E. Green
Mr. James V. Hackney.

Upon motion, this recommendation was approved.

37. That Dr. James H. Carpenter, 1911½ 8th Street, N. W., Washington, D.C., be appointed Clinical Assistant in Pediatrics, Department of Medicine, part-time, at a stipend at the rate of $450.00 per annum on a twelve months' basis, subject to any and all future reductions, beginning as of March 6, 1944, and automatically expiring June 30, 1944.

Upon motion, this recommendation was approved.

COLLEGE OF DENTISTRY:

The President presented the following recommendation from the Dean of the College of Dentistry:

38. That the students named below, having fulfilled all the requirements for graduation from the College of Dentistry, including the payment of fees, be recommended to the Board of Trustees to receive the degree indicated opposite their names, at the end of the Third Quarter 1943-1944:

Aubrey Alfred Anduze, St. Thomas, V.I.	D.D.S.
Robert Holley Bailey, San Antonio, Texas	D.D.S.
Harry Leon Boston, Jr., Charleston, S. C.	D.D.S.
Hubert Henry Byron, Hamilton, Bermuda	D.D.S.
James Albert Alexander Catchings, Houston, Texas	D.D.S.
William Cameron Childress, Herianda, Mississippi	D.D.S.
Benjamin Franklin Clark, Jr., Charleston, W. Va.	D.D.S.
Fred Lee Colvard, Macon, Georgia	D.D.S.
Herbert Danziger, Brooklyn, N. Y.	D.D.S.
Richard Augustus Granger, Harrisburg, Pa.	D.D.S.
Aubrey S. Jacobs, Jamaica, B.W.I.	D.D.S.
George Wilfred Gardiner Lopez, Jamaica, B.W.I.	D.D.S.
Edward McDaniels, Jr., Baltimore, Md.	D.D.S.
Harry Marvin McLinn, Huntsville, Ala.	D.D.S.
George Edward Marshall, Jr., New York, N. Y.	D.D.S.
Frederick Siddons Perry, Washington, D. C.	D.D.S.
Dorothy Margarette Ann Reed, Brooklyn, N. Y.	D.D.S.
Henry Wallace Robinson, Jr., Steelton, Pa.	D.D.S.
Wilmot Sherlock Sabsook, St. Kitts, B.W.I.	D.D.S.
Joan Sekler, Berlin, Germany	D.D.S.
Robert James Swain, Jr., Dallas, Texas	D.D.S.
Lawrence Wilbur Thomas, Burlington, N. C.	D.D.S.
Gaines Adolph Thompson, Mobile, Ala.	D.D.S.
Subbeal Curtis Toombs, Richmond, Va.	D.D.S.
John Leonard Walker, Charlotte, N. C.	D.D.S.

Upon motion, this recommendation was approved.

COLLEGE OF PHARMACY:

The President presented the following recommendation from the Dean of the College of Pharmacy:

39. That the students named below, having fulfilled all requirements for graduation from the College of Pharmacy, including the payment of fees, be recommended to the Board of Trustees to receive the degrees indicated severally opposite their names, as of the end of the Winter Quarter, March 17, 1944:

John William Haith, Jr.	Bachelor of Science in Pharmacy
Emnett Nathaniel Thomas	Bachelor of Science in Pharmacy

Upon motion, this recommendation was approved.

SCHOOL OF RELIGION:

The President presented the following recommendations from the Dean of the School of Religion:

40. That Dr. Howard Thurman, Professor of Systematic Theology, be granted leave of absence without pay during the academic year 1944-1945 for the purpose of serving as co-minister of the Fellowship Church in San Francisco, California.

Upon motion, this recommendation was approved.

41. That a recent gift of $135.00 for scholarship purposes by the Washington Street Baptist Church of Paducah, Kentucky, be set apart as the basis of a special scholarship fund in the School of Religion (to be named later) and to be used for the making of loans and gifts to students in the School of Religion under the direction of the Dean and the Faculty.

Upon motion, this recommendation was approved.

42. That John E. Bentley, of Washington, D. C., be appointed part-time instructor in the School of Religion for the Spring Quarter 1943-1944, to serve not more than three hours per week at $3.00 per hour, beginning March 21 and automatically expiring June 30, 1944, the number of hours actually taught to be furnished the treasurer each month by the dean of the School of Religion.

Upon motion, this recommendation was approved.

43. That Robert W. Brooks, of Washington, D. C., be appointed part-time instructor in the School of Religion for the Spring Quarter 1943-1944, to serve not more than two hours per week at $3.00 per hour, beginning March 21 and automatically expiring June 30, 1944, the number of hours actually taught to be furnished the treasurer each month by the dean of the School of Religion.

Upon motion, this recommendation was approved .

44. That Ernest C. Smith, of Washington, D. C., be appointed part-time instructor in the School of Religion for the Spring Quarter 1943-1944 to serve not more than four hours per week at $3.00 per hour, beginning March 21, 1944 and automatically expiring June 30, 1944, the number of hours actually taught to be fur-

hished the treasurer each month by the dean of the School of Religion.

Upon motion, this recommendation was approved.

SCHOOL OF LAW:

The President presented the following recommendation from the Dean of the School of Law:

45. That $142.50 be appropriated to the School of Law and added to administrative item "Wages" in the budget of the School of Law for the year 1943-44, thus increasing the amount of that item from $757.50 to $900.00.

Upon motion, this recommendation was approved.

OFFICE OF THE REGISTRAR:

The President presented the following recommendation from the Registrar of the University:

46. That Miss M. Clarice Hutchinson be temporarily employed in the Office of the Registrar, Howard University, as a stenographer-clerk to fill a vacancy created by the resignation of Miss Clara C. Carroll on February 9, 1944, at a basic salary of $1,440.00 per annum, subject to any and all reductions; this temporary appointment to begin February 16, 1944 and automatically expiring June 30, 1944. The salary of $1,440 represents an increase of $180.00 per annum over the one previously paid, but this difference is to come out of the Registrar's budget under "Salaries" from the balance of the $1,800.00 position in this office listed as Chief Clerk. It does not represent any increase to the budget of the Registrar already established.

Upon motion, this recommendation was approved.

BUILDINGS AND GROUNDS:

The President presented the following recommendations from the Treasurer of the University:

47. That James S. Claggett, Skilled Laborer, be given military leave beginning March 1, 1944, with the understanding that upon return to work at Howard University, he will resume his probationary period of service of which three months have been satisfactorily completed.

Upon motion, this recommendation was approved.

48. That the resignation of Willie Coleman of 1807 California Street, N.W., Apt. #1, be accepted effective February 7, 1944.

Upon motion, this recommendation was approved.

49. That the resignation of John Powell of 5356 Drake Place, S.E., be accepted, effective February 15, 1944.

Upon motion, this recommendation was approved.

50. That Joseph Howard be appointed as Relief Switchboard Operator at 50¢ per hour beginning January 29, 1944, and automatically terminating June 30, 1944, subject to any and all regulations and reductions.

Upon motion, this recommendation was approved.

51. That Carl McIntyre of 900 French Street, N. W., be appointed as Watchman at 50¢ per hour, beginning January 28, 1944, and automatically terminating June 30, 1944. This appointment is subject to any and all reductions.

Upon motion, this recommendation was approved.

52. That Ruth Powell be appointed as Relief Switchboard Operator at 50¢ per hour, beginning January 30,1944, and automatically terminating June 30, 1944, subject to any and all regulations and reductions.

Upon motion, this recommendation was approved.

53. That Janet Scott, 601 Howard Place, N.W., be appointed as Relief Switchboard Operator at 50¢ per hour, beginning December 24, 1943, and automatically terminating June 30, 1944, subject to any and all regulations and reductions.

Upon motion, this recommendation was approved.

54. That N. Stocking Biggins of 338 Elm Street, N. W., be appointed as janitor in the Medical Building at a base pay of $90.00 per month, commencing March 2, 1944, and automatically terminating June 30, 1944.

Upon motion, this recommendation was approved.

55. That Charles Thomas of 1249 Ninth Street, N. W., be appointed Skilled Laborer at a base salary of $4.00 per day, beginning March 3, 1944, and automatically terminating June 30, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

56. That Wesley Buckhanon of 770 Gresham Place, N. W., be appointed as Skilled Laborer at a base pay of $4.00 per day, beginning January 17, 1944. This appointment will automatically terminate on June 30, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

57. That Charles Scott, 37 H Street, N. E., be appointed as Laborer at $3.20 per day, beginning January 18, 1944, and continuing until April 1, 1944, when he is appointed Laborer at $1,080.00 per year on a probationary basis. This appointment will automatically terminate June 30, 1944, subject to any and all reductions.

Upon motion, this recommendation was approved.

58. That Julian Logan be appointed janitor on a temporary basis at 50¢ an hour for approximately one month beginning March 9, 1944. This appointment is subject to any and all regulations and reductions.

Upon motion, this recommendation was approved.

The following recommendations, referred to the President with power at the meeting of the Executive Committee of the Board of Trustees held February 18, 1944, were approved by him March 11, 1944:

59. That the services of Ernest Nelson, janitor in the Women's Dormitories, be terminated as of January 8, 1944.

60. That the services of Mrs. Gloria Fenderson, maid in Women's Dormitories, be terminated as of February 5, 1944.

61. That the services of Joseph Wilson, janitor in Cook Hall, be terminated as of December 14, 1943.

62. That Abraham Smith, 134 Pierce Street, N. W., be appointed janitor in the Women's Dormitories at a salary of $85.00 per month, as of December 20, 1943, appointment to automatically expire June 30, 1944.

63. That Mrs. Elsie Moorman, 717 Smith Row, N. W., be appointed maid in the Women's Dormitories as of February 8, 1944, at a salary of $85.00 per month, appointment to automatically expire June 30, 1944.

64. That Mr. Arthur Chavis, 48 Free Street, N. W., be appointed janitor in Clarke Hall at a salary of $85.00 per month, appointment to automatically expire June 30, 1944. (Began working as of December 13, 1943.)

65. That William Johnson, 607 New York Avenue, N. W., be appointed janitor in Cook Hall at a salary of $85.00 per month, as of January 13, 1944, appointment to automatically expire June 30, 1944.

66. That Mr. James Jackson, 622 O Street, N. W., be appointed janitor in Cook Hall, as of January 13, 1944, at a salary of $85.00 per month, appointment to automatically expire June 30, 1944.

67. That the services of Mrs. Viola Boykin in the University Cafeteria be terminated as of January 21, 1944.

OFFICE OF THE TREASURER:

68. That Mrs. Frances Cooper, 625 - 3rd Street, N. E., be appointed Accounts Payable Clerk-Stenographer in the Treasurer's Office at a basic salary of $1,260 annually, as of February 17, 1944, appointment to terminate automatically June 30, 1944.

Upon motion, this recommendation was approved.

69. That the appointment dated January 4, 1944 for Miss Flora Clark be changed to have the entire basic salary of $1,440 annually paid from the regular University payroll beginning February 22, 1944, without any part of the salary after that date paid from the Army Specialized Training Program.

Upon motion, this recommendation was approved.

70. That the services of Mr. Samuel Bolden, pot washer, be terminated as of February 21, 1944.

Upon motion, this recommendation was approved.

71. That the services of Mrs. Bernice Moss, counter girl, be terminated as of February 21, 1944.

Upon motion, this recommendation was approved.

72. That the services of Mrs. Mabel Holloway, cook, be terminated as of March 3, 1944.

Upon motion, this recommendation was approved.

73. That Mr. Arthur Robinson, 116 Pierce Street, N. W., be appointed pot washer, at a basic salary of $70.00 per month and board, as of February 22, 1944, appointment to automatically expire June 30, 1944.

Upon motion, this recommendation was approved.

74. That Miss Gladys Springs, 41 H Street, N. E., be appointed dishwasher as of February 22, at a basic salary of $60.00 per month and board at the rate of $25.00 per month, appointment to automatically expire June 30, 1944.

Upon motion, this recommendation was approved.

75. That Mr. Warner Berry, 1405 Half Street, S. W., be appointed Chef Cook as of March 3, 1944, at a basic salary of $145.00 per month, plus board at the rate of $25.00 per month, appointment to automatically expire June 30, 1944.

Upon motion, this recommendation was approved.

COOK HALL DINING HALL (ASTP)

76. That the services of Mrs. Fannie Marshall, dishwasher, be terminated as of February 22, 1944.

Upon motion, this recommendation was approved.

77. That the services of Mrs. Alberta Reid, dishwasher, be terminated as of February 22, 1944.

Upon motion, this recommendation was approved.

78. That the services of Mrs. Rhenie B. Young, dishwasher, be terminated as of February 22, 1944.

Upon motion, this recommendation was approved.

79. That the services of Mrs. Mary Duckett, utility woman, be terminated as of February 22, 1944.

Upon motion, this recommendation was approved.

80. That Mrs. Alice Thomas, 16 Gessford Court, S.E., be appointed dishwasher at a basic salary of $60.00 per month, with board at the rate of $25.00 per month, on a thirty day basis, as of February 24, 1944, appointment to automatically expire June 30, 1944.

Upon motion, this recommendation was referred to the President with power

after conference with the Treasurer.

81. That Mrs. Clementine Taylor, 44 Pierce Street, N. W., be appointed dishwasher at a basic salary of $60.00 per month, with board at the rate of $25.00 per month, on a thirty day basis, as of February 24, 1944, appointment to automatically expire June 30, 1944.

Upon motion, this recommendation was referred to the President with power after conference with the Treasurer.

82. That Mrs. Sarah Simmons, Box 41, Landover, Maryland, be appointed utility woman as of February 23, 1944, on a thirty day basis at a basic salary of $60.00 per month with board at the rate of $25.00 per month, appointment to automatically expire June 30, 1944.

Upon motion, this recommendation was referred to the President with power after conference with the Treasurer.

83. That Mrs. Estelle Ferguson, 436 N Street, N. W., be appointed dishwasher as of February 28, 1944, on a thirty day basis at a basic salary of $60.00 per month with board at the rate of $25.00 per month; appointment to automatically expire June 30, 1944.

Upon motion, this recommendation was referred to the President with power after conference with the Treasurer.

84. That contract be authorized with Micro-Mart, 412 Tenth Street, N.W., Washington, D. C., to furnish

(1) School of Medicine, Howard University -

103 Microscopes complete with carrying cases and engraved @ $131.25	$ 13,518.75
103 Substage Lamps @ $1.25	128.75

(2) School of Dentistry, Howard University -

22 Microscopes complete with carrying cases and engraved @ $131.25	2,887.50
22 Substage Lamps @ $1.25	27.50
in the total sum of	16,562.50

Payment of this contract will be made out of the government Appropriation for Expenses, Howard University, 1944.

Upon motion, this recommendation was approved.

OFFICE OF THE SECRETARY:

Upon motion, it was voted that the Secretary of the University be authorized to employ a temporary clerk in his office to aid with the additional mailing from March 20th to June 30th at the annual basic salary rate of $1,440.00; this

sum to be added to the present budget of the Office of the Secretary. The President is empowered to approve the appointment of the person recommended to fill this position.

86. The Treasurer presented the following comments re Proposal for Extension of Federal Old Age and Survivors Insurance to Employees of Howard University:

At two meetings recently, the Finance Committee has considered letters in the nature of warnings, from the Teachers Insurance and Annuity Association, that the 5% deduction with the contribution by the University of an additional 5% of the salary, does not now purchase the same amount of pension benefit that teachers were led to expect in the period 1928 to 1939. The reduced benefit is due to reduced accumulation in the fund by reason of the low interest rate on investments.

The existing retirement legislation, adopted first in 1928, became effective at July 1, 1934, by amendment adopted by the Board of Trustees April 10, 1934. In brief, the legislation provides a guarantee of one-third of the 1934 salary to members of the teaching staff who had attained the age of 45 at that date, provided such person signed the agreement for a 5% deduction from his or her salary. In most cases the retirement annuity at age 65 will be one-third of $4,000.00 or $1,333.33. The contract portion of the sum which would be paid by the Teachers Insurance and Annuity Association has amounted so far to about $250.00 annually and may, for teachers who had just attained the age of 45 in 1934, amount to about $600.00 annually. This means that the University is obligated to a considerable sum for such of these persons as had attained the age of 45 in 1934, when these persons reach 65 years of age. The number has been reduced by death in the meantime. Persons under 45 years of age at July 1, 1934, will receive the amount purchased by the 10% payment on the contract with no additional obligation on the part of the University. In most cases the contract provides retirement allowances of about one-third of the 1934 salary. Persons who have come in since the change of interest rate, about two years ago, will receive uncertain sums since the accumulation is affected by the annual allowance for interest.

There are, at the present time, 126 contracts with the Teachers Insurance and Annuity Association, and the amount paid on these contracts by the University during the last fiscal year was $21,309.87. In addition, the University paid to persons retired without benefit or only partial benefit from the Teachers Insurance and Annuity Association contracts $15,410.06 during the past fiscal year.

The Teachers Insurance and Annuity Association contracts, numbering 126, apply almost entirely to members of the faculty of the rank of assistant professor and above, to administrative officers, and to a few instructors with more than five years employment who have applied for inclusion in the retirement plan. There are roughly twice as many persons without the benefit of the Teachers Insurance and Annuity Association contracts. The Board of Trustees has, by individual consideration established a policy of a retirement allowance at age 65 of one-third of the salary for persons in the non-teaching and service departments who do not have the benefit of Teachers Insurance and Annuity Association contracts. Annually, the Finance Committee has had before it establishment of a financially sound retirement policy with regard to the persons who are not included in the contracts of the Teachers Insurance and Annuity Association. Action on this subject has been delayed or postponed by the hope that the Social Security legislation would be enlarged to include employees of educational institutions. In May, 1942, the Federal Security Agency had this subject under consideration with the Social Security Board and the Finance Committee on June 15, 1942, adopted the recommendation to the Executive Committee which is attached on a separate page. This recommendation was

considered by persons in the Federal Security Agency, forwarded to a committee of the Social Security Board but no action has developed.

On January 24, 1942, Congress amended the Civil Service Retirement Act and under Section 3(a) changed the language to read "This act shall apply to all officers and employees in or under the Executive, Judicial and Legislative branches of the United States Government. . ."

It will be recalled that in 1932, the so-called Economy Act used the phrase "in or under" in similar language. The Comptroller General at that time ruled that employees of Howard University were included in this phrase so that the deduction for economy purposes should be made from all salaries at Howard University. During the past year the so-called Overtime Pay Law used the same phrase and in two rulings the Comptroller General decided that Howard University employees should have the benefit of the overtime pay.

The Civil Service Retirement Board has acquainted itself with these rulings and on its own initiative, approached the Federal Security Agency to know if Howard University and the Columbia Institution for the Deaf, did not believe that the employees of these institutions should be included in the obligations and benefits of the Civil Service Retirement Law. A conference was held at the Federal Security Agency at ten o'clock Saturday morning, March 11, with a representative of the Civil Service Retirement Board, Federal Security Agency, Columbia Institution for the Deaf, and Howard University. It is the opinion, informally stated, at this time that:

1. The amended retirement law applies to Howard University employees in the same manner that the Economy Act and the Overtime Pay Law apply to persons at Howard University;

2. Inclusion in the obligations and benefits of the retirement law do not affect the status of Howard University employees, that is, this does not cause Howard University employees to become Civil Service employees;

3. Inclusion would require no financial responsibility of the University but the employees would be required to take a 5% deduction from the salary. The deduction would be mandatory for all employees.

4. The retirement age would be mandatory or optional by the University at age 70, would be optional on the part of the employee with 15 years service at 62 and perhaps optional at 55 with 30 years of service.

The Federal Security Agency indicated to the Civil Service Commission that the reaction of Howard University to this proposal would be submitted before Saturday, March 18.

It should be noted at this point that the Civil Service Retirement Law has a great deal more benefit for the employee than the Social Security Act provides. The Social Security Act does not call for as large a contribution at the present time, but it does not apply to employees beyond a salary of $3,000 annually, nor can the maximum benefit be more than $80.00 per month. The Social Security Law would require the University to contribute in equal proportion to the employees whereas the Civil Service Retirement Law does not put any financial obligation upon the University.

As regards policy, it should be noted that the retirement age at Howard University is 65 years, whereas the Civil Service Law fixes 70 years for retirement.

Financially the University would be substantially benefitted by this proposal. The annual payment of $15,410.06 for retirement allowances would not be increased, but from year to year as deaths occur would be reduced. The retirement legislation of April 10, 1934, unequivocally commits the University to continuance of the payment of 5% to the Teachers Insurance and Annuity Association as long as the individual teacher agrees to the deduction of 5% from pay. It is possible, however, that most of the persons in the total of 126, particularly the younger persons, less than 60 years of age, will not feel able to sustain a deduction of 10% of salary annually, so that these persons will ask for a discontinuance of the contract obligation and the University will find the amount of $21,309.87 substantially reduced but certainly not further increased.

As regards the employees of the University, the Civil Service Retirement Law provides certain benefits far in excess of those provided by the contract with the Teachers Insurance and Annuity Association, and far in excess of the one-third allowance by the University for those persons not covered by these contracts. For instance, a person who receives salary of $2,000 annually and has 30 years service at age 70, provided he pays into the Retirement Board 5% of his salary from January 24, 1942, has a basic retirement allowance of $900.00 annually for the remainder of life. Under University regulations and with the Teachers Insurance and Annuity Association he would not receive more than $666.66. If such a person can make additional payments to the Civil Service Retirement Board amounting to 5% of the salary to May, 1920, he may receive as much as $1,299.96 in retirement allowance for the remainder of life. Almost the same figures apply to persons receiving $1,260 maximum with 30 years service. For a person who receives $3,800 salary, the University allowance would provide a maximum of $1,266.66. If such a person paid into the Civil Service Retirement Board 5% of the salary to January 1942, or to May 1920, with 30 years service, the retirement compensation would range from $900.00 as the minimum payment to $1,720.15 as the maximum payment.

It can be expected that persons who are approaching the age of retirement, if they have additional responsibilities, will make every effort to secure the maximum allowances.

The Civil Service Retirement Act also provides for retirement for disability. This would care for one or more cases that the University has to consider individually each year.

Persons now affected by the Civil Service Retirement Act constitute a sort of close knit organization always aware of their rights and prepared to protect these rights. Inclusion of the employees of Howard University in such a group at the same time that the University is not affected by other elements of the Civil Service system, would mean that Howard University employees would share automatically in improvements and other benefits added to the retirement law in the future without involvement of the University.

Should the Finance Committee find that the University can be benefitted by inclusion in the Civil Service Retirement system, there are one or two affirmative actions to take, among others:

1. To advise the Federal Security Agency by Saturday, March 18, to that effect. It was the opinion of the Civil Service representative at the conference, that should no objection be registered by Howard University and Columbia In-

stitution for the Deaf, the Civil Service Commission will begin steps at once to say, in effect, that Howard University should be included in the system. It is probable that such a statement, order, ruling, or other edict, from the Civil Service Commission, would be conclusive.

2. Some method should be devised to bring this proposal to the attention of the Board of Trustees before the ruling, order or edict is issued, in order that too much explanation may not be required after the fact.

3. The Board of Trustees would be called upon to change, by affirmative action, the present retirement age, 65, to the ages specified in the Civil Service Law, or to acquiesce in this and other requirements of the law as a fact, over which the University has no control.

4. Some machinery should be devised to have persons at the University understand and cooperate in the plan, if the above actions take place. There are, for instance, the large group of persons at the University who have no retirement coverage at the present time, other than the policy which the University has observed in individual cases. These persons would have to be informed about the Civil Service plan and the 5% deduction. There is the second group of persons who are affected now by the Teachers Insurance and Annuity Association contracts, with whom the University would have to negotiate to find which individuals wish to hold the University to the existing contract and which individuals wish to terminate the existing contract so as to have the single coverage in the Civil Service plan.

5. There may be a group of persons, as for instance the full professors, with indefinite tenure, who will feel that the University can not change their present contracts without their consent. It is probable that a ruling, order, edict or other issuance from the Civil Service Commission could be interpreted as conclusive in such cases, in much the same manner as the ruling of the Comptroller General in the case of the Economy Act reduced the salary of these teachers without any affirmative act on their part.

6. It may be necessary for the Board of Trustees to reconsider and revise its plan of appointment in order to conform to the categories of the Civil Service Commission. It appears from hasty examination of the Civil Service Retirement regulations that a person with a "temporary" appointment is not eligible to the benefits of the Civil Service Retirement Act. It appears further that a "temporary" appointment in the Civil Service is an appointment for a year or less. It is probable at the present time that all of the persons at Howard University who do not have retirement coverage at the present time, and whom the University would wish to have included, have what the Civil Service Retirement Act would interpret as "temporary" appointments.

There may be other considerations for the Board of Trustees which will occur to the Finance Committee and the Executive Committee before the recommendation on this whole problem is definitely fixed.

Action of the Finance Committee on the Proposal for the Extension of Federal Old Age and Survivors Insurance to Employees of Howard University, etc., As Communicated in a Draft of a Proposed Bill, under Date of May 25 by Mr. Leonard Calhoun, Assistant General Counsel

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The Finance Committee, at a meeting June 15, 1942, considered a proposed

bill prepared by the Federal Security Administrator to extend Federal Old Age and Survivors Insurance to the employees of Howard University, the Columbia Institution for the Deaf, and the American Printing House for the Blind.

After consideration the Finance Committee voted to recommend to the Executive Committee:

1. That the Executive Committee approve the purpose of the Bill "to extend Federal Old Age and Survivors Insurance to the employees of the Howard University, the Columbia Institution for the Deaf, and the American Printing House for the Blind."

2. That the Executive Committee express to the Administrator of the Federal Security Agency Howard University's appreciation of his thoughtful initiative in this matter.

3. That the Executive Committee express to the Administrator of the Federal Security Agency the desire of Howard University to have the privileges of the Bill made applicable to the non-teaching employees of Howard University (employees other than teachers and general administrative officers) at the earliest possible time.

4. That the Executive Committee express to the Administrator of the Federal Security Agency its desire to have the way left open to include all other employees, namely, the teachers and general administrative officers, as soon as negotiations with these employees and with the Teachers Insurance and Annuity Association regarding contracts with the Teachers Insurance and Annuity Association and with Howard University affecting these employees, can permit this step to be taken.

Upon motion, it was voted that the President be authorized to transmit to the Federal Security Agency approval in principle of the retirement proposal with the expressed hope that the matter not be consummated until the full Board of Trustees has had time to consider the entire question.

ADJOURNED.

Attest:

James M. Nabrit, Jr.
Secretary

Raleigh, Apr. 9:

Wire Okeh, 5 ~~Johnson~~ right letter

~~Nashville~~, Tenn.

Friday May 5 alright with Odum but since ~~Friday April 28~~ he is ~~Odum~~ in Atlanta Friday April 28 on way from New Orleans, we could hold meeting then if this suitable to you. ~~Would that date suit you as well as May 5?~~ ~~If not we will call meeting for May 5.~~ Please wire reply to Miss Clay.

WJ

a.m.

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June 5, 1944

Mr. James M. Nabrit, Jr.
Secretary
Howard University
Washington, D. C.

Dear Mr. Nabrit:

Could you send me a copy of the minutes of the meeting of the Howard trustees, April, 1944, and the agenda for the Committee on Instruction and Research for the same meeting? Now that I have settled down in Atlanta, I should like to begin again to keep a complete file of our trustee activities.

I am sorry that I could not come up to commencement, but there is too much to be done in this job to permit me the luxury of attending college commencements.

With best wishes,

Cordially yours,

GUY B. JOHNSON
Executive Director

GBJ:m

File: Howard Univ.

HOWARD UNIVERSITY
WASHINGTON, D. C.

OFFICE OF
THE SECRETARY

March 10, 1944

TO THE MEMBERS OF THE BOARD OF TRUSTEES

Dr. Guy B. Johnson
University of North Carolina
Chapel Hill, N.C.

Dear Dr. Johnson:

On Friday, March seventeenth, the University will hold its 75th Annual Commencement-Winter Convocation, at which time seventy-six candidates from the Colleges of Medicine, Dentistry, and Pharmacy will receive degrees.

The exercises will be held in the University Gymnasium at 3:00 P.M., and the Commencement address will be delivered by Major General George F. Lull, U.S.A., Deputy Surgeon General. After the Commencement exercises forty-four of these graduates who are members of the ASTP will receive Commissions on the Campus.

Please advise me whether you plan to be present. Can't come

Sincerely yours,

James M. Nabrit, Jr.

James M. Nabrit, Jr.
Secretary

Charge to the account of _____ $ _____

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DAY LETTER		URGENT RATE	
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WESTERN UNION

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R. B. WHITE
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

CHECK

ACCOUNTING INFORMATION

TIME FILED

Send the following message, subject to the terms on back hereof, which are hereby agreed to

April 4, 1945

President Mordecai W. Johnson
Howard University
Washington, D. C.

REGRET VERY MUCH EMERGENCY DUTIES HERE WILL PREVENT MY ATTENDING COMMITTEE MEETING APRIL 9. PLEASE CANCEL TRAIN RESERVATION.

Guy B. Johnson

PAID
Charge to:
Southern Regional Council
Room 432, 63 Auburn Avenue, NE

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

1201

(19)

A. N. WILLIAMS
PRESIDENT

945 26 AM 12 25

SYMBOLS

DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

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Q HYA72 15=VIA HY=CA WASHINGTON DC 26 1011A

DR GUY B JOHNSON=

:63 AUBURN AVE WESLEY MEM BLDG ATLA=

EXPECTING YOU MONDAY NINTH. RETURN TICKET AND BERTH ALREADY PURCHASED FOR 1:45 PM THAT AFTERNOON=

:MORDECAI W JOHNSON.

1:45 PM.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

HOWARD UNIVERSITY
WASHINGTON, D. C.

OFFICE OF
THE SECRETARY

October 18, 1944

Dr. Guy B. Johnson,
710 Standard Building,
Atlanta 3, Georgia.

Dear Dr. Johnson:

This is to advise that arrangements have been made for you to stay during the meetings of the Board of Trustees scheduled for Monday and Tuesday, October 23 and 24, 1944, in CLARKE HALL, University Campus.

All meals will be served in Frazier Hall. Breakfast served from 7:30 to 9:30 o'clock each morning. Lunch on Monday, October 23rd, at 12:45 P. M., with a group of faculty and their wives; and dinner at 6:00 P. M., with a group of faculty and their wives. Dinner on Tuesday, October 24th at 1:30 P. M.

Mrs. Hopkins has been informed and will be expecting you. Will you please advise us at your earliest convenience if the arrangements for your accommodation are satisfactory and also the approximate time of your arrival at the University.

Sincerely yours,

James M. Nabrit, Jr.
Secretary

JMN:w

ANNUAL REPORT OF THE SECRETARY

TO THE

BOARD OF TRUSTEES

HOWARD UNIVERSITY

WASHINGTON, D. C.

APRIL 10, 1945

James M. Nabrit, Jr.
Secretary

ANNUAL REPORT OF THE SECRETARY
to the
BOARD OF TRUSTEES
HOWARD UNIVERSITY

To President Mordecai W. Johnson
The Board of Trustees
Howard University
Washington 1. D. C.

Annual Meeting

April 10, 1945

Dear President Johnson:

I herewith submit the Annual Report of the Secretary for the period, October 24, 1944 to April 10, 1945, as provided by Article 2, Section 5 of the By-Laws of the Board of Trustees of Howard University.

Under the direction of the President of the University, special attention has been given to returning veterans of World War II. A general committee on Veterans Education has been established under the chairmanship of the Secretary of the University. A Veterans Counseling and Advisory Office has been set up in Room 144, Douglass Hall, with Mr. Carroll L. Miller of the College of Liberal Arts, as Director. This office assists veterans in enrolling in the University, in securing their compensation from and in all problems connected with the Veterans Administration, advises them on educational and personal matters, and secures books and supplies for them. 106 veterans were enrolled in the University in the Winter Quarter.

In aid of this entire program the Secretary has prepared a General Information Bulletin for Veterans of World War II and has made copies available at all Army Separation Centers. Changes in admission requirements and methods of admission have been approved by the University and studies are under way preparatory to effect-

ing other changes to facilitate the education of veterans at the University.

Howard University had an enrollment of 3,125 students in the Winter Quarter, a record enrollment. It has been thought by some that the increase in enrollment at Howard for the past three years was due to the increased earnings of Negro families, as most of the other schools in the country were meanwhile suffering a loss of enrollment. That this is only a partial and almost minor cause is seen in the fact that all other Negro schools suffered a loss in enrollment too. For four years Howard has had direct access to 100 high schools all over the country and has had personal contact through its field program with thousands of high school seniors. It has placed literature in their hands, has examined them, has talked to them, has talked to their advisors and parents - it has published pictorial bulletins, it has carried news stories in their local press, it has literally made the nation Howard conscious. The good will which the University enjoys, the fine educational program which it offers, the excellent contacts which it has, these are the causes of the increa sed enrollment. Therefore, as the war nears an end and the veterans are discharged, with the G.I. Bill paying for further study by them, and the national trend toward Howard, still larger enrollments are a certainty. This creates complex problems for each area of the University. In the Office of the Secretary an immediate need is at least twice as many catalogs, news bulletins, and University publications. There has been no budgetary increase in these items for four years - catalogs have been exhausted for two and one half months now, in Liberal Arts, Law and Music. In the second place these returning soldiers and this increased enrollment bring out in

bold relief our off-repeated recommendation for a placement bureau. Now is the time to get such a bureau functioning so that it will be adequate for post-war America. With a F.E.P.C. law in New York, with five other state legislatures considering such a law, and with Congress considering a National F.E.P.C., we need an efficient placement service at Howard if we are to aid our students in securing employment in a multitude of new work opportunities. In the third place Howard needs a full time person for publicity. I have interviewed several individuals white and Negro, and have found no person interestedat all, who was qualified, for a salary of less than $3,000. I recommend that that sum be appropriated immediately for a full time publicity agent. It would be fine if we could send individual items about Howard students to their home town newspapers. Many interesting things at the University and about Howard graduates are not publicized because we have no full time person in publicity. In the fourth place additional space is urgently needed for the office of the Secretary and an additional clerk. To carry on the functions of this office with an inadequate staff is short-sighted economy - adequate and efficient alumni records - close supervision and correct records of scholarship pledges - constant contact with Howardites in the armed services - proof-reading of University publications, operation of addressograph, writing of thousands of letters, keeping of accurate trustee records, working up scholarship examinations, publicity for the University; these are fundamentally important functions - and are, in many cases, translatable into financial return - they should not be jeopardized by insufficient personnel. I recommend the moving of the student offices out of Miner Hall and the use of these offices by the Secretary. I recommend the addition of one clerk in the Office of the Secretary.

All over the University new people, with little training and no experience are being brought in at salaries of $1620 in the clerical field. Miss Williams, an employee in the office of the Secretary for 20 years has tendered her resignation, as she states, to rest - however, I know she feels her efficiency and many years of training have not been recognized by Howard - Mr. Kyles, an employee in the office for 17 years gets only $1620. Mr. Kyles is one of the best stenographers on the campus. He too has become dissatisfied. I recommend that Mr. Kyles' salary be raised to $1800 at once. I recommend that Miss Williams be given a six months leave of absence at half pay; and that when she returns, her salary be increased to $1800.

I do not need to burden you with praise of the work of the field agents, Mr. Blocker and Mr. Blackburn, I recommend that each one be granted a salary of $2900, a year.

I should like to call to the attention of the President and Trustees the fact that, in my judgment, it is now time for the University to seriously consider establishing a trustee scholarship at forty selected high schools over the United States for the ranking student at each of these schools. In this way, at an initial cost of $6000 per year and after a four year period, of an annual cost of $24000, Howard University would have the pick of the best students in the country, in addition to those other students of exceptional ability discovered through the medium of our national examination.

The nomination of alumni trustees was supervised and conducted by this office in accord with Trustee regulations under the new plan by which all alumni matters are handled by the Secretary's Office. It is necessary that the Trustees amend some of the wording of their regulations governing the nomination of alumni trustees, to wit: The Trustee action of December 16, 1938, which reads-"The ballots to be sent to graduates shall be addressed and stamped by the Registrar; they shall be

checked and mailed by the Secretary of the University" - should be amended by omitting the words: "The ballots to be sent to the graduates shall be addressed and stamped by the Registrar." This provision is no longer being followed under the new arrangement for handling alumni matters at the University, and the Trustee legislation should be brought into harmony with the present practice.

The University is participating in the United Negro Fund campaign, and is directly responsible for the work in Rochester and Buffalo, New York. The Secretary has spent some time in the New York office of the United Negro Fund and has assisted in the preparation of publicity material from that office for the campaign. It is expected that he will spend some time in Rochester and Buffalo during the actual campaign.

Charter Day was handled as usual under the direction of this office. In the morning Dr. Channing H. Tobias, Member of the Board of Trustees, spoke in the Chapel, at which time Annual Alumni Awards were presented to Dr. Eva B. Dykes in Teaching; Dr. E. Franklin Frazier in Sociological Research, and Attorney Charles W. Anderson in Government. In the evening, these recipients spoke at the Annual Charter Day Dinner.

On December 22nd, the second commencement in Medicine, Dentistry and Pharmacy, under our accelerated program was held in the gymnasium at 3:00 P. M., at which time Mr. Lester B. Granger, Executive Secretary of the National Urban League, delivered the commencement address to 92 graduates, 57 of whom received commissions as First Lieutenants in the Medical and Dental Corps in the Chapel at a ceremony following commencement.

The Minutes of the Semi-Annual Meeting of the Board of Trustees, held October 24, 1944, the Minutes of the meetings of the Executive Committee, held October 23, November 17 and December 15, 1944 and

February 16 and March 16, 1945, have been written, forwarded to the members of the Board of Trustees, and recorded in the permanent records of the University.

The Minutes of the Executive Committee of the Board of Trustees from January 1930 to December 1943, and the Minutes of the Board of Trustees from February 1930 to October 1943 have been bound and are being indexed so that, in addition to the regular volumes containing the Minutes of the Board of Trustees and the Minutes of the Executive Committee, there is now available, handy and readily accessible, a bound set of Minutes from 1930 to 1943 for use by the Secretary of the University.

The work of codifying and indexing the Minutes of the meetings of the Board of Trustees and of the Executive Committee, which has been in progress for more than two years, has been continued. The current Minutes have been kept up to date, but the work of codifying and indexing the Minutes has lagged considerably due to the increased volume of work in the Secretary's Office and the lack of a sufficient staff with which to do it. In this connection I again wish to advise the Board of Trustees of the urgent need of codifying the regulations of the Board of Trustees. In addition to the admitted acute need of indexing and codifying the records of the Board from 1916 back, and of the Executive Committee from 1926 back, which is slowly being met, it is absolutely necessary that a critical study be made of all of the legislation enacted by the Board of Trustees ofHoward University from its founding down to date, and that this legislation be classified according to subject matter, schools and divisions of the University; that it be codified, eliminating all inconsistencies, contradictions and uncertainties as well as duplications and overlapping, and that these rules and re-

gulations be printed in a readily accessible volume for the use of the Board of Trustees and Administrative Officers of the University. It is almost impossible to determine except by the most exhaustive and laborious research what the policy of the Board of Trustees is, or what its enactment is on any given proposition, as there has never been an attempt to codify, revise and digest the rules and regulations of the Board of Trus tees of Howard University. In my judgment this still constitutes a major objective for the Secretary's Office, and one to which immediate attention should be given. This situation creates a critical defect in the University organization.

The Secretary of the University has continued his valuable contacts with editors and publishers of leading newspapers and magazines in the United States with the definite objective of promoting better publicity for Howard University. Cooperation from the press has been highly satisfactory in most instances. There is a very definite need, however, for a full time employee in this office who would give his attention to publicity, news, releases, layouts, University publications, etc. As usual we have published the University catalogues and bulletins and the January issue of the News Bulletin.

The Secretary has continued to serve as a member of Draft Board No. 12 and as chairman of the Price Rationing Board No. 34, and as Public Relation Officer for the ASTP Unit as a part of the University's contribution to the war effort.

It seems to me very desirable, in the light of our scholarship campaign and in view of the fact that we do not have an Alumni Building, that at least one room should be set apart for the use of graduates who visit the University, some room such as the Browsing Room or a similar place with a student or students in charge. I think this gesture would

pay the University excellent dividends in the future.

At the suggestion of the President, we are making a collection of letters received from Howard men and women in the armed services with a view to binding them in attractive covers and placing them in the Moorland Room of Founders Library. The President of the University and the Secretary of the University have written to hundreds of our students in the armed services. During the Christmas period, the student body, the President and the Secretary sent Christmas greetings to these graduates and former students.

Attached hereto is a copy of the last letter of the Secretary to Howardites in the armed services.

The Secretary of the University extends his thanks to all of his associates whose cooperation has made possible the successful operation of this office and particularly acknowledges his indebtedness to the Board of Trustees, the President of the University, Deans and Administrative Officers, the personnel of the Office of the Secretary of the University, Faculty, Employees and Student Organizations for their unstinted advice, encouragements and assistance in the performance of his manifold duties.

Respectfully submitted:

James M. Nabrit, Jr.

James M. Nabrit, Jr.
Secretary

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

OFFICE OF
THE SECRETARY

March 20, 1945

Dear Howardite:

I have received hundreds of letters from the sons and daughters of Howard, who are scattered over the entire face of the globe, since my last letter to you. Scarcely a day passes during which some service man does not return to his alma mater and drop in to see me. The other day, Captain Walton C. Jackson, back from Rabaul and points in the Southwest Pacific spent several pleasant hours visiting with me; and while working at the local Rationing Board, near the University, in came Master Sergeant Russell Hines, just back from Italy on a furlough; while Major John B. West spent several days in the city on his way back to Africa to head a five year health commission for the Republic of Liberia.

Word has reached the University of the following casualties in the armed services among graduates and former students of Howard: Deceased- James West Butcher, Albert Henry Cephas, James Van Buren, Wilmet Sidat-Singh, Herbert Orr, John B. Powell, William Davis, George F. Welch, Edgar Patterson, Charles Barton, Hazel Dixon Payne, Kenneth Coleman, Edward Muse, Charles Gandy, Hubert M. Moman, George Jones, and Percy P. Banton; Wounded - Roger Kyles, James Lightfoot, Rudolph D. Raiford, Craig Wesley, Albert Price, Edgar Felton and Walter Dabney; Missing- Ross C. Stewart.

It is our earnest hope that the University, America, and the world remembers with deep reverence the sacrifice which our young men and women are making in this war. We hope that a better America shall await those who return to us. Here at the University we are trying in a small way to contribute in some measure to a better life for our returning veterans.

One hundred six veterans are now studying at the University under Public Laws Numbers 16 and 346 (the G.I. Bill of Rights.) We hope that our graduates and former students will take advantage of the opportunities offered by these bills not only to complete their education but to purchase homes and to engage in business. We have set up a Veterans' Counseling Advisory Service at the University in Room 144, Douglass Hall under the direction of Mr. Carroll L. Miller of the faculty of the College of Liberal Arts. The University has set up a general committee for the supervision of the education of veterans at the University, under the direction of the Secretary of the University.

A significant innovation at the University this winter has been the following series of lectures on the Negro in the Post-War World: "An Analysis of What the Negro Wants"-Rayford Logan, Howard; "Post-War Outlook for Employment Gains Achieved by Negroes During the War"-John A. Davis, F.E.P.C. "The Negro Family in the Post-War World"-E. Franklin Frazier, Howard; "Public Housing"-Frank Horn, Federal Public Housing; "Private Housing"-Franklin M. Thorne, Manager, Day Village; "Effect of Negro War Migration"-Wilfred Leland, F.E.P.C.; "An Analysis of When Peoples Meet"-Alain L. Locke, Howard; "Public

Health"-Paul B. Cornely, Howard; "Negro Education in the Post-War World"-Charles H. Thompson; Howard; "The Significance to the Negro on Proposals for International Organizations"-Ralph J. Bunche, Howard.

Now for one or two news items about the University: The enrollment this quarter at Howard is 3,125.

Charter Day Services were held in Andrew Rankin Chapel on March 2,'45. Mr. Channing Tobias, Trustee, delivered the address. Alumni awards were presented to Dr. Eva B. Dykes, Dr. E. Franklin Frazier, and Atty. Charles W. Anderson. The traditional Charter Day Dinner was observed in Frazier Hall the same evening. The recipients of the Alumni Awards were the speakers. This Charter Day Dinner was different in one respect from all previous dinners. The dinner was "MEATLESS"!

On Friday, February 23, 1945 a student-faculty talent show was given in the Medical School Auditorium. The G.I. Band rendered several numbers. An act "It Won't Happen Here" featured Dean Warner Lawson as a student. Howard has some fine talent among its faculty and students-dancers, pianists and singers.

Just before five o'clock one evening last month, someone yelled "fire" in Miner Hall. The alarm blasted out and every one hurried from the building. The end of Miner Hall nearest Founders Library was in flames and the fellows residing in the dorm were quite excited. Mr. V. D. Johnston, Treasurer, stood speechless for awhile then requested the firemen to put the fire out but not to damage the building.

Now for some items from your most interesting letters to me: France-Lt. Herbert Hardin writes: "Our boys are doing a fine job here and are receiving credit for their operations. Hardly a day passes without mention being made of the heroic actions of our boys. Those of us who are here and see the terrible things war does to a country, will do all in our power as citizens when we return to see to it that our children will not have to be bothered with a war.

Would you find out for me what steps the law schools of the country are making for refresher courses for law graduates who haven't taken a bar examination before being inducted and who want to do so upon returning to divilian life? Will such a course be offered at Howard."

Lt. Hardin threatens a law suit against the Secretary of the University for omitting his name from the Directory of Howarditos in the Armed Services.

Sgt. Robert H. Wynn writes: "I recently received a copy of the University Bulletin and a letter of seasonal greeting signed by the president. I wish to say that it was a very pleasant surprise being remembered by my Alma Mater, and of course it brought back many pleasant memories and associations.

Naturally we over here are attempting to do our duty as efficiently and expéditiously as possible in order to bring about a near future victory and return to our homes. In this attempt we are guided and energized by the memory of Ol' Howard and the principles and spirit given us by the faculty body while under their tutorship."

Capt. J. F. Harris writes: "Please accept my thanks for the beautiful greeting you as Secretary of the University sent out to Alumni in the Armed Forces. With such an accelerated plan as the University now has in action, it is really thoughtful of you and your staff to remember former students who are now scattered over the world. Since being in the Armed Services, I have had the opportunity of attending the Army Medical School in Washington, D. C. and the School of Tropical Medicine and Hygiene in London, England completing the courses offered at both institutions."

Lt. George Snipes, England, writes: "As I read the bulletins and gazed upon the pictures contained therein, my mind wondered back to September '38 when I became a Freshman. I can paint a very vivid picture within my mind of the campus activities in spite of the hazing by the upper classmen. It matters not where you may be, let us fight hard in order to maintain that which our Great Alma Mater stands for.

In my organization there are two other Howardites: 1st Lt. William H. Atkinson, '38, our Battalion Surgeon and incidentally my Commanding Officer and Capt. Beatric F. R. Lawson, '42 is our Battalion Surgeon.

Since I have been here, I have had the opportunity to visit London, Bristol, and a few smaller towns. In London, to my pleasant surprise, I found Miss Julia Johnson, '42 as an ARC Hostess at the ARC Liberty Club. A few miles from our station, Miss Connie Randall is directing an ARC Club."

Italy- 1st Lt. Gorham L. Black recalls himself to me as being the little upstart campus politician who did increase my services in 1938-41. Black further states: "It is impossible to describe the feeling of pride that is aroused by receipt of letters and news bulletins from Howard and to know that old Howard U. hasn't forgotten her boys overseas."

1st. Lt. Thomas Robinson states that he is on the Italian front where the terrain is very rough. He is serving with a heavy weapons company as platoon leader of a machine gun platoon. Lt. Robinson is a classmate of the late Capt. Herbert Orr. He regrets that his name did not appear in the Directory of Men in the Armed Services.

Capt. James T. Toliver writes: "We are fighting among other things for our children to enjoy the same educational opportunities in a free democratic land. There are many ex-Howardites in this organization which makes for a deeper fraternal feeling among us."

Lt. G.P. Thomas writes: "Why haven't I, a more or less distinguished Alumnus of Howard's class of '41 been receiving copies of the Bulletin?" Incidentally he is now a first LT.

Lt. Wendell M. Lucas and S/Sgt. Elliott Lucas, brothers met in Italy recently. This is the first time the brothers have seen one another for over two years.

Southwest Pacific-Capt. Herbert B. Henderson states that he is so glad that the University has not forgotten the boys who are so far away from home. Capt. Cervera Little is the only other member of my class with the 93rd Division.

Belgium-T/Sgt. Frederic Clanagan writes: "This globular war is certainly a big classroom. Many of the teachings are a little rough. The yesterdays' tune will not do. New times will automatically demand new techniques, with more real life—the practical things taught. Of course this will lessen the syntax and we will demand more citizenship with the infusion of more humanity.

I hope it will be possible for Howard to inaugurate some sort of program after the war which would enable all Howard men and women to meet once a year for one week for a good old "homecoming".

Emily May Harper has arrived in India to serve with the American Red Cross.

Constance M. Randall and Theodora E. McGill have arrived in England to serve with the Red Cross.

1st Lt. Yancey Williams and Flight Officer William W. Stephenson have received their wings at Tuskegee Army Air Field.

Lt. Leonard F. Turner, who participated in many aerial battles in the Mediterranean theatre of operations, has been assigned to TAAF.

A very newsy letter was received from Lester E. Florant who is stationed at the Naval Training School in Chicago. Florant is in Radio Technician School and like many others plans to attend Howard and complete requirements for his degree after the war.

Frank Carroll Gordon graduated from recruit training as honor man of his company at the U.S.Naval Training Station.

Miss Ahnastasia E. Scott has returned to the states after serving with the American Red Cross for the past two years. Her experiences with the British Colored Peoples is to be long remembered. In private life she is the wife of Herbert L. Dudley, prominent Detroit Attorney.

The prayers and thoughts of the University community are with you daily. Personally, I wish for you the realization of your most cherished dreams.

Sincerely yours,

James M. Nabrit, Jr.

James M. Nabrit, Jr.
Secretary

--- A P P E N D I X ---

Mr. James M. Nabrit, Jr.
Secretary, Howard University
Washington, D. C.

Dear Mr. Nabrit:

I have the honor to submit the combined report of the field activities of Field Agent, A. J. Blackburn and W. W. Blocker, covering a period of operation beginning with the close of the last fiscal year, June 30, 1943 up to and including June 10, 1944, except that Field Agent W. W. Blocker did not begin his duties until September 6, 1943.

This report includes information on the following subjects: An outline of objectives and purposes, statement of territories and itineraries of Mr. Blackburn and the writer, the examinations, scholarships fund activities, statement of graduates contacted by cities and states, statement of deliquent pledges, report on solicitation of students, good will activities, placement, recommendations and conclusions.

This combined report gives a composite picture of the over-all field agent activities during the school year 1943-44 and was taken from the individual reports made by Mr. A. J. Blackburn and Mr. W. W. Blocker respectively. The figures shown in the reports are the same as shown in the separate reports; the subject matter is a re-interpretation of the combined worded reports of the two field agents.

We wish to gratefully acknowledge the assistance given by the entire staff of the Secretary's office and others of the University personnel at large, especially those of the Dean's office of the College of Liberal Arts. Special mention should be made of Miss Leota A. Lyons who has been very diligent and prompt in sending forth letters and notices of payments due and keeping correspondence up with donors and firends as well as maintaining our records in representative order.

Respectfully submitted,

W. W. Blocker
Field Agent

FIELD PROGRAM

The activities of the Field Agents for the school year 1943-44 have been centered around two major objectives:

I. The acquisition of students
   (a) Plans for setting up and stimulating interest in the Howard University National Competitive Examination.

   (b) The administration of the examination in various centers throughout the country.

   (c) Conference with parents, prospective students, civic leaders, and school folk.

II. The acquisition of student aid funds
   (a) Personal contacts with Howard graduates and friends in the several cities.

   (b) Repeated follow-up correspondence in connection with pledges.

In addition, pictures and autobiographical sketches have been secured from prominent graduates throughout the country. Contacts have been made with business men, church men and public servants in the interest of securing continued good wishes between the University and the public.

The growth of the field program during former years encouraged the University to make an addition to the staff in the person of Mr. W. W. Blocker. During the months of September and October 1943, Mr. Blocker worked in the District of Columbia area, soliciting funds from graduates and friends, in company with Mr. Blackburn, to observe the method of presentation used by Mr. Blackburn. Their joint efforts resulted in securing the largest single contribution to the scholarship fund-The A. E. Lichtman Award $2,000.00, Annual Scholarship.

The 27 states in which the examinations were held in former years were divided between Mr. A. J. Blackburn and Mr. W. W. Blcoker. Each field agent was expected to perform the work indident to fulfilling the major objectives of the Field Program as outlined above.

Mr. A. J. Blackburn was assigned to the following states: Delaware, District of Columbia, Maryland, Michigan, New Jersey, New York, Ohio, Pennsylvania, Virginia and West Virginia.

Mr. W. W. Blocker was assigned to the following states: Alabama, Arkansas, Florida, Georgia, Illinois, Indiana, Kansas, Kentucky, Louisiana, Missouri, Mississippi, North Carolina, Oklahoma, Southern Ohio, South Carolina, Tennessee, Texas and District of Columiba.

Letters were sent to proper local administrators of public instruction and to principals to get authorization for the examinations to be held in the centers on dates shown in the following itineraries.

ITINERARY OF MR. A. J. BLACKBURN

TRIP I

Center	Location	Date
Howard High School	Wilmington, Del.	November 1, 1943
Senior High School	Atlantic City, N.J.	November 6, 1943
Muriel Dobbins High School	Philadelphia, Pa.	November 20, 1943
Trenton Senior High School	Trenton, New Jersey	November 22, 1943
Arts High School	Newark, N. J.	December 11, 1943
Wadleigh High School	New York, N.Y.	December 18, 1943

TRIP II

Addison High School	Roanoke, Va.	January 4, 1944
Garnett High School	Charleston, W. Va.	January 7, 1944
Central High School	Columbus, Ohio	January 12, 1944
Scott High School	Toledo, Ohio	January 17, 1944
Miller High School	Detroit, Mich.	January 25, 1944
Central High School	Cleveland, Ohio	February 8, 1944
Board of Education Bldg.	Akron, Ohio	Febraary 15, 1944
Board of Education Bldg.	Youngstown, O.	February 18, 1944
Schenley High School	Pittsburgh, Pa.	February 25, 1944
William Penn High School	Harrisburgh, Pa.	March 5, 1944
Douglass High School	Baltimore, Md.	March 13, 1944

TRIP III

Howard University	Washington, D. C.	March 24, 1944
Booker Washington High School	Norfolk, Va.	April 5, 1944
Armstrong High School	Richmond, Va.	April 15, 1944

FIELD TRIPS OF MR. BLACKBURN

To do the work on the field Mr. Blackburn made two entended trips and three shorter trips.

1. Inclusively from November 1, to December 22, a trip was made to cities in the following states: Ohio, Michigan and Maryland.
2. Inclusively from January 12, to March 17 a trip was made to cities in the following states: Delaware, Eastern Pennsylvania, New Jersey and New York.
3. Inclusively from March 19 to April 2 a return trip was made to cities to repeat the examination: Youngstown, O., Akron, O., Cleveland, O., and Detroit, Michigan. On this trip the regularly scheduled examination was held in Baltimore, Md.
4. Inclusively from April 6 to April 21 a trip was made to the following cities: Norfolk, Va., Raleigh, N.C., Richmond, Va., and Charleston, W. Va.
5. On May 4 a second trip was made to Richmond, Virginia.

ITINERARY OF MR. W. W. BLOCKER

TRIP I

Walnut Hill High School	Cincinnati, O.	November 5, 1943
Colored High School	Louisville, Ky.	November 12, 1943
Sumner High School	St. Louis, Mo.	November 22, 1943
Lincoln High School	Kansas City, Mo.	December 9, 1943
Sumner High School	Kansas City, Kan.	December 10, 1943
DuSable High School	Chicago, Ill.	December 15, 1943
Roosevelt High School	Gary, Ind.	December 17, 1943
Attucks High School	Indianapolis, Ind.	January 6, 1944
Dunbar High School	Dayton, Ohio	January 11, 1944

TRIP II

Second Ward High School	Charlotte, N.C.	January 21, 1944
Atkins High School	Winston-Salem, N.C.	January 24, 1944
Washington High School	Raleigh, N.C.	January 28, 1944
Booker T. Washington High	Columbia, S. C.	February 1, 1944
Avery High School	Charleston, S. C.	February 4, 1944
Beach High School	Savannah, Ga.	February 7, 1944
Stanton High School	Jacksonville, Fla.	February 11, 1944
Booker Washington High	Atlanta, Ga.	February 22, 1944
Parker High School	Birmingham, Ala.	February 28, 1944
Lanier High School	Jackson, Mississippi	March 1, 1944
McDonogh High School	New Orleans, La .	March 3, 1944
Jack Yates High School	Houston, Texas	March 18, 1944
Booker Washington High	Dallas, Texas	March 21, 1944
Booker Washington High	Tulsa, Okla.	March 27, 1944
Dunbar High School	Little Rock, Ark.	March 31, 1944
Booker Washington High	Memphis, Tenn.	April 4, 1944
Austin High School	Knoxville, Tenn.	April 10, 1944

FIELD TRIPS OF MR. BLOCKER

Two trips were made to administer the examinations in the cities and at the time specified in the above itinerary.

EXAMINATION

Observations and appraisals:

The Howard University National Competitive Scholarship Examinations were held in 25 states and the District of Columbia. There were 46 regularly scheduled examinations in which 1,210 contestants participated representing 153 high schools from a total of 90 cities. These figures include the work of two field agents.

In sections of the North and Midwest, interest in the examinations is not as high as in former years, while in the southern area there is a general increase in interest. Most of the participating contestants accepted the examinations as an opportunity and entered them with intense interest and furvor. Some traveled as far as 200 miles to participate.

The number of students participating reflects the great need for increased scholarships in size and number. The average age of the male students participating is 16½ which shows the possibility of about two years of collegiate study before the contestant would be subject to the draft law.

The principals and faculties consider these examinations as a measuring apparatus for the work done in their several schools. Their cooperation was excellent.

The examination discovers the exceptional but not necessarily the needy student.

SUMMARY OF EXAMINATIONS — 1943-44

Centers	No. Cities	No. Schools	Male	Female	Total
Akron, Ohio	2	2	-	6	6
Atlanta, Georgia	3	3	31	43	74
Atlantic City, N.J.	2	2	1	9	10
Baltimore, Maryland	1	1	5	7	12
Birmingham, Ala.	1	1	11	19	30
Charleston, S.C.	2	3	9	27	36
Charleston, W. Va.	2	2	10	27	37
Charlotte, N.C.	2	3	6	28	34
Chicago, Ill.	2	8	6	39	45
Cincinnati, O.	2	3	6	11	17
Cleveland, O.	1	3	4	9	13
Columbia, S.C.	1	1	9	17	26
Columbus, O.	2	4	3	6	9
Dallas, Texas	2	2	12	18	30
Dayton, O.	2	3	10	16	26
Detroit, Mich.	1	3	6	15	21
Gary, Ind.	2	3	16	21	37
Harrisburg, Pa.	2	3	5	5	11
Houston, Texas	1	2	7	13	20
Indianapolis, Ind.	2	1	6	9	15
Jackson, Miss.	1	2	6	17	23
Jacksonville, Fla.	1	3	8	17	25
Kansas City, Kansas	3	1	4	10	14
Kansas City, Mo.	1	1	12	16	28
Knoxville, Tenn.	1	2	4	7	11
Little Rock, Ark.	1	1	13	7	20
Louisville, Ky.	1	2	7	14	21
Memphis, Tenn.	2	8	32	71	103
Newark, N. J.	6	2	4	10	14
New Orleans, La.	2	20	7	18	25
New York City	3	2	12	39	62
Norfolk, Va.	2	11	5	8	13
Philadelphia, Pa.	4	7	16	19	35
Pittsburgh, Pa.	3	4	10	14	24
Raleigh, N.C.	4	1	9	4	13
Richmond, Va.	1	2	17	26	43
Roanoke, Va.	2	3	3	12	15
Savannah, Ga.	3	5	15	21	36
St. Louis, Mo.	2	4	18	37	55
Toledo, Ohio	1	2	4	17	21
Trenton, N. J.	2	2	-	6	6
Tulsa, Okla.	2	3	9	18	27
Washington, D. C.	2	1	6	15	21
Wilmington, Del.	1	3	6	10	16
Winston-Salem, N.C.	2	1	4	10	14
Youngstown, Ohio	2	4	2	14	16

SUMMARY OF EXAMINATIONS BY STATES

	State	Number Cities	No. Contest Examinations	Schools	Number Contestants
	Alabama	1	1	1	30
	Arkansas	1	1	2	20
	Delaware	1	1	1	16
	District of Columbia	2	1	3	21
	Florida	1	1	2	25
L	Georgia	3	2	6	110
	Illinois	4	1	5	45
	Indiana	2	2	5	52
	Kansas	3	1	3	14
	Kentucky	1	1	1	21
	Louisiana	2	1	2	25
	Maryland	1	1	1	12
	Michigan	1	1	3	21
	Mississippi	1	1	1	23
L	Missouri	3	2	6	83
	New Jersey	10	3	12	30
W	New York	3	2	20	62
	North Carolina	8	3	10	64
CHL	Ohio	12	7	23	108
	Oklahoma	2	1	2	27
	Pennsylvania	9	3	21	70
	South Carolina	3	2	4	63
L	Tennessee	3	2	3	114
	Texas	3	2	5	50
	Virginia	5	3	5	71
	West Virginia	2	1	2	37

L States with largest number of participants
W States with largest number of winners
C States with largest number of cities represented
H States with largest number of schools represented

REPORT ON GRADUATES CONTACTED

	Graduates	Others Contacted	Total	Graduates Pledged	Others	Total Pledged
Akron, Ohio	4	-	4	2	-	2
Atlanta, Ga.	15	-	15	13	-	13
Atlantic City, N.J.	8	2	10	2	-	2
Augusta, Ga.	4	-	4	1	-	1
Austin, Texas	3	-	3	1	-	1
Alexandria, La.	-	-	-	1	-	1
Baltimore, Md.	38	5	43	25	1	26
Baton Rouge, La.	9	-	9	9	-	9
Charleston, S.C.	8	-	8	6	-	6
Charleston, W. Va.	20	-	20	1	-	1
Charlotte, N.C.	18	-	18	17	-	17
Chattanooga, Tenn.	4	-	4	2	-	2
Chicago, Ill.	54	-	54	20	-	20
Cincinnati, O.	24	-	24	16	-	16
Cleveland, O.	15	5	20	4	1	5
Columbia, S. C.	9	-	9	9	-	9
Columbus, Ohio	15	-	15	5	-	5
Columbus, Ga.	-	-	-	2	-	2
Dallas, Texas	17	-	17	13	-	13
Dayton, Ohio	5	-	5	1	-	1
Detroit, Mich.	65	5	70	29	3	32
Durham, N.C.	17	-	17	16	-	16
Fayetteville, N.C.	4	-	4	4	-	4
Fort Worth, Texas	2	-	2	1	-	1
Gary, Ind.	-	-	-	-	-	-
Greensboro, N.C.	9	-	9	5	-	5
Harrisburg, Pa.	2	-	2	1	-	1
Henderson, Ky.	1	-	1	1	-	1
Hopkinsville, Ky.	4	-	4	4	-	4
Houston, Texas	16	-	16	12	-	12
Indianapolis, Ind.	12	-	12	3	-	3
Jackson, Miss.	1	-	1	1	-	1
Jacksonville, Fla.	4	-	4	2	-	2
Kansas City, Kans.	8	-	8	8	-	8
Kansas City, Mo.	29	-	29	22	-	22
Knoxville, Tenn.	3	-	3	3	-	3
Little Rock, Ark.	4	-	4	2	-	2
Lexington, Ky.	1	-	1	1	-	1
Memphis, Tenn.	5	-	5	5	-	5
Miami, Fla.	6	-	6	3	-	3
Newark, N. J.	-	-	-	-	-	-
New Orleans, La.	14	-	14	13	-	13
New York City	80	5	85	38	1	39
Norfolk, Va.	5	-	5	1	-	1
Orlando, Fla.	4	-	4	1	-	1

Philadelphia, Pa.	55	1	56	27	1	28
Pittsburgh, Pa.	10	-	10	-	-	-
Pontiac, Mich.	1	-	1	1	-	1
Raleigh, N.C.	3	-	3	3	-	3
Richmond, Va.	5	-	5	-	-	-
Roanoke, Va.	4	-	4	-	-	-
San Antonio, Texas	3	-	3	1	-	1
Savannah, Ga.	11	-	11	10	-	10
Springfield, O.	4	-	4	2	-	2
St. Louis, Mo.	52	-	52	36	-	36
Toledo, Ohio	4	-	4	3	-	3
Trenton, N. J.	-	-	-	-	-	-
Tulsa, Okla.	6	-	6	6	-	6
Tuskegee, Ala.	-	-	-	1	-	1
Washington, D. C.	118	50	168	41	20	61
Wilmington, Del.	6	3	9	1	1	2
Wilmington, N.C.	4	-	4	3	-	3
W. Palm Beach, Fla.	4	-	4	3	-	3
Winston Salem, N.C.	7	-	7	4	-	4
Youngstown, O.	5	1	6	3	-	3
Louisville, Ky.	24	-	24	13	-	13
Birmingham, Ala.	-	-	-	1	-	1
	892	77	989	487	28	515

DISTRIBUTION OF PLEDGES ACCORDING TO AMOUNT

AMOUNT	NUMBER PLEDGED
$ 5,000.00	1
2,000.00	2
800.00	1
750.00	1
500.00	15
300.00	4
250.00	14
200.00	9
150.00	7
125.00	29
110.00	2
100.00	140
75.00	7
60.00	1
50.00	113
40.00	2
37.50	1
30.00	5
25.00	186
20.00	13
15.00	5
10.00	67
5.00	71
4.00	1
2.50	2
2.00	7
1.00	4
.89	1
.25	1

PAID IN FULL

There have been 244 pledges totalling $13,712.64 paid in full. They range in size from $5,000.00 paid by Dr. Charles Syphax of Detroit, Michigan to amounts as small as twenty-five cents. They are distributed throughout twenty-seven states among graduates and friends. The amount already paid in full represents about 21% of the total amount pledged.

DELIQUENT PLEDGES

There are 128 pledges representing $10,452.00 on which no payment has been made. These pledgees are sent letters by the Office of the Secretary reminding them of their obligation. During the visit to cities in which these deliquents live, the field agents make special calls on these pledgees, urging them to convert the pledge into cash.

There are 64 installment payment pledges representing $5,525.00 on which $1,597.00 is past due. Letters are sent these pledgees at intervals by the Office of the Secretary as reminders.

The total amount of deliquent pledges are 192 pledges for $15,977.00. It is understood that only $1,597.00 are due on the installments pledge. Add this figure to the total amount of pledges on which no payments have been made and it shows the actual currently deliquent pledges to be $12,049.00.

A vigorous drive is in process to convert there deliquents into cash.

SOLICITATION OF STUDENTS

For the purpose of encouraging students to come to Howard University for further study, approaches were made, first to the students participating in each examination. A brief general outline of the scope and type of work done at Howard with slight emphasis on requirments as to scholastic record and costs was made as an introduction to the examination. Then contacts were made with teachers, principals, ministers, and graduates for the purpose of discovering any talented students, needy or otherwise. Some 70 or more parents were definitely interviewed. This solicitation of students was concerned primarily with under-graduate work. Responses were very promising.

With reference to prospective students for other Schools of the University, we should like to report the following: We visited 16 schools of College or higher level to interest graduates who were expecting to pursue post graduate work study in coming to Howard. At least 6 Presidents of Colleges and nine deans were personally interviewed in the interest of the Graduate School.

Some contacts were had with students who expected to enter the Professional schools such as Medicine, Dentistry and Religion. Such information as the field agent could supply was given; any other information desired, referral was made to the proper official at the University.

REPORT ON SCHOLARSHIP FUND ACTIVITIES

From the date of the last report June 30, 1943 through May 1944, the total amounts pledged and paid to the scholarship fund increased from $30,004.00 the total pledged to $64,273.14; and from $6,331.00 the amount paid in cash to $23,881.64. This represents an increase of $34,269.14 in pledges and $17,550.64 in cash over a period of 11 months.

GOODWILL ACTIVITIES

To establish a higher degree of good-will between the University and the public at large, as well as good will among Howard graduates and the University, the field agents have participated in or were present at a variety of group gatherings such as, church, groups of teachers, groups of parents, groups of graduates, meetings with school officials, civic clubs and workers.

In some eight instances your field agent has served as guest speaker for several churches in different cities, addressing some 15,000 persons in aggregate.

Among other activities the field agent participated in an Inter-racial radio broadcast in Detroit, Michigan, met with the Monumental Dental Society of Baltimore, Maryland, took part in a College Conference at the York Senior High School, York, Pa., visited the North Carolina State Teachers Association at Raleigh, N.C., met with the Organizing Committee of the United Negro Endowment Fund in Houston, Texas and visited the group assembled at Atlanta University to study the needs of the Negro in business training and the facilities offered by Negro colleges and Universities.

PLACEMENT

The University has approved the establishment of an active placement service. The purpose of this service is to find and place graduates in jobs or professions at places where they are needed. It is hoped that this service will become so well organized and operated that future graduates of Howard University will be certain of immediate and profitable employment in field of their choice.

While we have not been able to fully develop this segment of our program from time to time we have been able to discover a position and place a graduate in it.

Much could be said about this phase of our program. It has high promise.

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

OFFICE OF THE PRESIDENT

June 13, 1945

Reply form returned with both questions checked "yes".
G.B.J.
6-15-45

Dear Dr. Johnson:

1. Herewith I hand you a recommendation of the Finance Committee of the Board of Trustees, voted at their meeting under date of June 10, 1945, to the effect that the Trustees of Howard University approve the specific compromise agreement there stated for the settlement of the pending difficulties in relation to the estate of Mr. Edward H. Morris.

2. Our attorneys advise that action by the Trustees on this recommendation is necessary at a date substantially earlier than the semi-annual meeting of the Board of Trustees on the fourth Tuesday in October. I am preparing, therefore, to present the recommendation of the Finance Committee for the approval of the Executive Committee of the Board of Trustees at their next meeting on Friday, June 22d, unless I receive advice from a majority of the members of the Board to the contrary. On behalf of the Executive Committee I am, in the first instance, seeking your advice on this point.

3. Anticipating that the advice of the members of the Board will be favorable toward definitive action by the Executive Committee on Friday, June 22d, I am

writing further on their behalf to seek your opinion as to the action which they should take.

I ask you, therefore, to read the action recommended by the Finance Committee in the light of the facts presented in the "Memorandum of the Will of the late Edward H. Morris" enclosed herewith, and let me have your opinion as to whether the Executive Committee should approve the recommendation.

4. I have followed the matter with very great care from the beginning. I am strongly of the opinion that a compromise agreement is necessary, in order to save the estate from being effectively whittled away. While I could wish for a more favorable compromise agreement, I am of the opinion that the agreement here recommended is the best that can be obtained. My responsible colleagues in the administration of the University, are of the same opinion.

I recommend, therefore, that (1) In the light of the urgency of time you advise the Executive Committee to go forward in the exercise of definitive judgment upon the proposal; and that (2) you advise the Executive Committee of your judgment that the recommendation of the Finance Committee be approved.

Inasmuch as the Executive Committee is to meet on June 22d, - ten days from this date - your reply by

Saturday, June 16th will be greatly appreciated. It will be sufficient if you will check your reply to the two questions below, adding any needful remarks.

I hope that you and your loved ones are all in good health.

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta 3, Georgia

TRUSTEES
LOUISE C. BALL
JACOB BILLIKOPF
SARA W. BROWN
HARRY J. CAPEHART
W. JUSTIN CARTER
GEORGE W. COLEMAN
GEORGE W. CRAWFORD
WALTER G. CRUMP
FABURNE E. DE FRANTZ
VICTOR B. DEYBER
LLOYD K. GARRISON
CHARLES H. GARVIN

TREASURER'S OFFICE

FOUNDED BY GENERAL O. O. HOWARD

HOWARD UNIVERSITY

WASHINGTON 1, D. C.

INCORPORATED BY ACT OF CONGRESS, MARCH 2, 1867

TRUSTEES
RICHARD W. HALE
GUY B. JOHNSON
MORDECAI W. JOHNSON
THOMAS JESSE JONES
LORIMER D. MILTON
PETER M. MURRAY
MYLES PAIGE
FLOYD REEVES
C. C. SPAULDING
CHARLES P. TAFT
CHANNING H. TOBIAS
P. B. YOUNG

June 12, 1945

Dr. Mordecai W. Johnson
President
Howard University

Dear Doctor Johnson:

The following is an extract from the minutes of the meeting of the Finance Committee June 8, 1945, on the Morris Estate:

> The Treasurer presented a memorandum to the committee on the Morris Estate with recommendation for approval. The recommendation is set out in the following proposal, dated May 5, by the attorney for the University and the counter-proposal of the attorney for Miss Morris, dated May 15, as follows:
>
> May 5, 1945
>
> Bernhard Stenge, Esquire,
> Attorney at Law
> Suite 1016-134 N. LaSalle St.
> Chicago 2, Illinois
>
> Re: Estate of Edward H. Morris
>
> Dear Mr. Stenge:
>
> I am authorized by Howard University to make the following settlement with Miss Morris:
>
> > Miss Morris, the life tenant, shall irrevocably waive all her rights under the so-called emergency clause in the Morris will whereby she is entitled to invade the corpus for the payment of emergency items or in the event that the income from the estate is insufficient to properly maintain and support her.
> >
> > In consideration of the foregoing:
> >
> > 1. Howard University, as remainderman, and the Detroit Trust Company as trustee, will authorize and direct the executors to convey the Morris home and farm to Miss Morris.
> >
> > 2. Howard University will enter into an agreement with Miss Morris and the trustee, that the trustee pay to Miss Morris the sum of Seventy-five Hundred Dollars ($7500) annually in equal monthly or quarterly installments, whichever may suit the convenience of the parties, from the income or corpus of the estate for the remainder of her life, in lieu of the $1500 quarterly payments to Miss Morris now provided under the will.

FOR DEFENSE
BUY UNITED STATES SAVINGS BONDS AND STAMPS
On Sale at HOWARD UNIVERSITY POST OFFICE and CREDIT UNION

3. Howard University will authorize and direct the trustee to pay to Miss Morris the sums previously itemized by Mr. Gray as constituting Miss Morris' emergency claim in the amount of approximately $4,500.

We have been requested to file a claim of appeal in the will construction case and this offer is conditional upon the fact that such appeal will become unnecessary. We trust, therefore, that your prompt consideration be given to this matter so that we may hear from you and set accordingly prior to the expiration of the period in which to file the appeal.

It is understood that attorney's fees for completion of any settlement will be paid out of the estate, but it is likewise understood that such fees must be reasonable and agreeable to all parties concerned.

Very truly yours,

BUTZEL, LEVIN & WINSTON

By /s/ Arthur L. Goulson

Arthur L. Goulson

May 15, 1945

Butzel, Levin & Winston
Suite 2090 Nat'l Bank Building
Detroit, Michigan

Attention: Arthur L. Goulson
Re: Estate of Edward H. Morris
Deceased

Gentlemen:

Confirming our telephone conversation of this afternoon, when you receive the formal approval from Howard University for the settlement with Miss Morris, you will send me a draft of the agreement.

I suppose that you will follow substantially your previous form excepting that:

1) In consideration of Miss Morris giving up her present contingent rights under the so-called emergency clause, she will receive the Morris home and farm plus $4500 in cash.

2) In addition Miss Morris will receive $8000.00 a year out of the Estate in lieu of the present provisions in the will of $6000 a year.

Of course you will add as we discussed a mutual release clause between all parties to the agreement. The provisions about your fees and mine remain as before.

It is understood that the Estate will furnish Miss Morris with a merchantable abstract of title brought down to date, free and clear of any liens, Miss Morris will assume the 1945 general taxes.

Very truly yours,

/s/ Bernhard Stenge

In a letter dated May 29, Mr. Goulson, representing the University in Detroit, recommends acceptance of the counter-proposal as follows:

I believe that Mr. Stenge's letter was intended to be a firm commitment on the part of Miss Morris in order that the settlement may be completed.

In view of the possibilities of more litigation and expense it is our opinion that Miss Morris's counter-proposal is fair and reasonable and we believe after all the negotiations preliminary to obtaining this proposal that we will be unable to secure a more favorable offer on the part of Miss Morris. If the offer meets with the approval of the University, kindly advise me at once and I will immediately prepare a proposed settlement agreement for the approval of all parties. The time element is rather important in view of the tax litigation.

After considering all the advantages and disadvantages, the Finance Committee voted to recommend approval of this counter-proposal as the best available means of settling the pending questions in the estate.

The facts concerning this whole question are set out in more detail in the attached "Memorandum on the Will of the late Edward H. Morris," dated June 7, 1945.

Very truly yours,

W. Johnston

Treasurer.

mdw

MEMORANDUM ON THE WILL OF THE LATE EDWARD H. MORRIS

GENERAL:

Mr. Edward H. Morris, a Negro who practiced law for many years in Chicago, Illinois and made his home after retirement from active practice at Berrien County, Michigan, died in Washington, D. C., February 3, 1943, at the age of 84 years. He left a will dated January 7, 1938, with a codicil dated March 18, 1942.

This will appointed Miss Denise D. Morris and Vance E. Fisher, an attorney of Benton Harbor, executrix and executor and made the Detroit Trust Company of Detroit, Michigan, trustee. Inventory of the estate in the first accounting of the executors was $465,160.00. The will made certain specific bequests in nominal amounts to several individuals, gave the household effects, including books and jewelry, silverware and the like to Miss Denise D. Morris, gave the executors, Denise D. Morris and Vance E. Fisher fifteen years in which to sell the real estate valued by them at $12,500.00 and contained the following paragraphs which have particular applicability to Howard University:

13th. The balance, rest, residue and remainder of my property . . . I hereby give devise and bequeath to the Detroit Trust Company of Detroit, Michigan and its successors to have and to hold the same as trustee and in trust for the following uses and purposes: . . .

"A" Pay the net income - not in any event to be more than an amount equal to fifteen hundred dollars ($1500) quarterly - from the trust estate by this will created - to Denise D. Morris now of Benton Township, Berrien County, State of Michigan, as long as she shall live - and any amount of said net income over fifteen hundred dollars per quarter shall be kept and retained by said trustee as a part of the principal or body of said trust estate. Meaning and intending hereby that said Denise D. Morris shall be paid all of the net income of said trust estate up to fifteen hundred dollars quarterly during her natural life and if and when said net income shall amount to more than fifteen hundred dollars per quarter, then after paying to said Denise D. Morris said sum of fifteen hundred dollars per quarter (i.e. every three months) the balance, rest and remainder of said net income, shall become a part of the principal of said trust estate and said trustee shall have the same rights and powers in regard thereto as over the first given or created principal estate of the aforesaid created trust estate.

The first payment to said Denise D. Morris shall be deemed due and payable on the fourth Monday of the third month after my death and the other payments shall be made quarterly thereafter (that is every three months after the first payment is due) during the natural life of said Denise D. Morris.

"B" Upon the death of said Denise D. Morris - pay to Howard University of Washington, D. C., the principal of said trust estate and all accrued, accumulated, undistributed and uncollected income,

to have and to hold the same to it and its successors and assigns forever for the purpose of aiding and assisting worthy students. The Trustees of said University shall have the management of said fund and shall determine the students to be assisted and when and how.

15th. The trustee provided for in the 13th paragraph of this my last will should said 13th paragraph become effective by reason of said Denise D. Morris being alive at the time of my death, shall have power in its discretion (1) in case of any emergency affecting the said Denise D. Morris including (but not being limited to) serious illness, accident or physical disability or (2) in case the income from the trust estate is insufficient in the judgment of the trustee to properly maintain and support the said Denise D. Morris, to use such part of the principal of the said trust estate as the trustee may consider desirable or necessary to pay the expense growing out of the emergency or for such maintenance or support of the said Denise D. Morris.

Miss Denise Dennison Morris is a daughter of a long time friend of Mr. Morris, Colonel Frank Dennison now deceased. According to subsequent representations Miss Denise Morris was never legally adopted by Mr. Morris, but upon attaining the age of 18, legally assumed the name of Morris. She has acted as the nurse for Mr. Morris over a period of years in addition to the usual obligations of a daughter. She was said to be 28 years of age at the time of Mr. Morris' death.

DECISION OF FINANCE COMMITTEE:

At the meeting of the Finance Committee, July 13, 1943, a report was made on this estate. The Detroit Trust Company had requested conference with a representative of the University to discuss two questions. The conferences took place on July 1 and 2 in Detroit. Mr. Edward H. Morris and Miss Denise D. Morris had joint access to a safe deposit box rented in the same of Miss Denise Morris. For some months prior to his death, there had been deposited in this box (1) securities that designated Miss Denise D. Morris as the owner, (2) securities designating Denise D. Morris and Edward H. Morris owners jointly, payable to survivor, (3) securities designating Edward H. Morris owner, and (4) securities, to the amount of $18,600 payable to bearer. Miss Morris turned over to the executors of the estate without question the securities payable to Edward H. Morris. She filed an affidavit claiming ownership of the securities payable to bearer. At this meeting the Finance Committee agreed to allow this claim without question.

In this connection and subsequently in tax proceedings it was found that Miss Morris had personal property given her by Mr. Morris prior to his death that amounted to $80,000 and more.

The second question considered by the Finance Committee at the meeting July 13, 1943, concerned a petition filed by the attorney for Miss Morris for payment of debts allegedly incurred by her subsequent to the death of Mr. Morris in the

amount of $9,500.00; $3,000 on account of hotel bills, baths, treatments and medical expense incident to her illness, $5,000 for needed medical attention and $1,500 on account of doctors' bills, hospital bills and nurses incident to an operation for appendicitis. The Finance Committee reviewed this question as well as the previous one with Mr. Hayes, the University attorney, and arrived at the following conclusions after considerable discussion:

1. That Howard University appreciates the opportunity afforded by the Detroit Trust Company to pass upon the question of encroachment on the principal of the estate;

2. That it is the belief of the Committee that Mr. Morris made provision for emergencies for the benefit of Miss Denise D. Morris dependent upon actual financial need;

3. That it is the belief of the Committee that it was intended that the annuity of $1,500 quarterly should provide for all expenses of Miss Morris usually incurred by a normal person in the course of her lifetime;

4. That, on the basis of assets possessed by Miss Morris at the present time, it is the opinion of the Committee that no financial emergency exists and that as a consequence the trustee named in the will should not allow or agree in any encroachment on the principal of the estate.

A detailed statement prepared by President Johnson and forwarded to the Detroit Trust Company is included in the minutes for July 13, 1943.

DECISION OF THE CIRCUIT COURT:

Subsequent to this meeting, Mr. Hayes went to Detroit to discuss this petition with the Detroit Trust Company. After conferences in Detroit, he recommended appointment of the firm of Butzel, Levin and Winston, National Bank Building, Detroit, Michigan, to represent the University. Since that time attorneys for Miss Morris have filed petitions with the Probate Court and with the Circuit Court to have this proposal for encroachment on the interest of the remainderman heard. Since the decision was one for the discretion of the trustee, the Detroit Trust Company, and the executors had made no report, agreement was reached to have the executors turn over a portion of the estate to the trustee.

Attorneys for Miss Morris presented the petition to the trustee. The trustee requested of the Circuit Court interpretation of the clauses of the will quoted above. On March 22, 1945, Mr. Justice Freemont Evans of the Circuit Court of Berrien County gave a lengthy opinion on the questions raised, concluding as follows:

> I am of the opinion that when all the facts and surroundings of testator and Denise D. Morris are considered, the conclusion is inescapable that he intended to give her an "unconditional gift

of maintenance and support," subject only to prior good faith exhaustion of the $6,000 annual provision of paragraph 13-A.

Having in mind the rule that the trustee stands in place of testator and is to do that which testator would have done were he living, in light of all the background of this case, I am of the opinion that a reasonably liberal exercise of the discretion of the trustee is justified.

Having also in mind that testator was one of the outstanding attorneys of the Chicago bar, that he was in unquestioned possession of his mental faculties when he drew this will; that he took time and patience to prepare it himself in his own hand, and that he had the benefit of able consultants in its preparation, one cannot escape the conclusion that it would have been a simple matter for him to have clearly indicated a contrary intent by the insertion of appropriate language requiring that she first exhaust her own resources, had he so intended. He was fully aware that she had substantial property of her own; he had given it to her before he drew the will.

The decree, dated April 24, 1945, gave the executor and executrix the right to hold and operate the farm for the period of 15 years independently of the Trust Company, and had the following conclusion on Miss Morris' right to encroach on the provisions for the remainderman.

Testator provided that the full and complete support and maintenance of Denise D. Morris during her natural life shall be paid from his estate by his trustee without considering and regardless of her individual property or her other income, or her ability to earn; that to this end, the trustee shall, during her natural life, pay to her the net income or earnings of the said estate, not to exceed the sum of fifteen hundred dollars quarter-annually, in accordance with the provisions contained in paragraph numbered 13-a, of said will.

In addition to the foregoing, the trustee, without considering and regardless of her individual property or income therefrom or her ability to earn, shall have power in its discretion:

(1) in case of any emergency affecting the said Denise D. Morris, including (but not being limited to) serious illness, accident or physical disability to pay the expense growing out of such emergency from the principal of the trust and in exercising such discretion, the trustee shall not consider the monies paid or to be paid Denise D. Morris under paragraph numbered 13-a of the will of Edward H. Morris, deceased; or

(2) in case the income from the trust estate is insufficient in the judgment of the trustee to properly maintain and support the said Denise D. Morris to use such part of the principal of the said trust estate as the trustee may consider desirable or necessary to pay Denise D. Morris for such complete support and maintenance.

And it is Ordered that a reasonably liberal exercise of the discretion of the trustee is justified.

The Court further finds that the provisions of the will hereinabove recited properly presented an ambiguity requiring the construction of their meaning by this Court; accordingly, it is hereby ordered that the plaintiff and the defendants are entitled to their costs and reasonable attorneys' fees to be paid from the testator's estate by the executors.

PROPOSALS FOR COMPROMISE SETTLEMENT:

There have been a succession of telephone calls and letters from the attorneys in Detroit to Mr. Hayes and President Johnson has been conferring with Mr. Hayes, Mr. Nabrit and the Treasurer since the question was presented July 1, 1943. At several points in the proceedings suggestion was made by the attorneys for Miss Morris that the University could secure a waiver of the rights or intentions of Miss Morris to encroach upon the principal if she had income from the estate more than the $6,000 allowed by the will. March 29, 1945, at the time of the decision of the Circuit Court unfavorably to the University, question of appeal was discussed with Mr. Goulson of the firm of Butzel, Levin and Winston at the President's Office. Mr. Goulson was requested to attempt to tie down these various suggestions from Miss Morris' counsel to some definite terms. Meantime Miss Morris had expressed a desire to buy the farm for $17,500.00. On May 5, 1945, Mr. Goulson wrote the attorney for Miss Morris as follows:

Bernhard Stenge, Esquire,
Attorney at Law
Suite 1016-134 N. LaSalle St.
Chicago 2, Illinois

Re: Estate of Edward H. Morris

Dear Mr. Stenge:

I am authorized by Howard University to make the following settlement with Miss Morris:

Miss Morris, the life tenant, shall irrevocably waive all her rights under the so-called emergency clause in the Morris will whereby she is entitled to invade the corpus for the payment of emergency items or in the event that the income from the estate is insufficient to properly maintain and support her.

In consideration of the foregoing:

1. Howard University, as remainderman, and the Detroit Trust Company as trustee, will authorize and direct the executors to convey the Morris home and farm to Miss Morris.

2. Howard University will enter into an agreement with Miss Morris and the trustee, that the trustee pay to Miss Morris the sum of Seventy-five Hundred Dollars ($7500) annually in equal monthly or quarterly installments, whichever may suit the convenience of the parties, from the income or corpus of the estate for the remainder of her life, in lieu of the $1500 quarterly payments to Miss Morris now provided under the will.

3. Howard University will authorize and direct the trustee to pay to Miss Morris the sums previously itemized by Mr. Gray as constituting Miss Morris' emergency claim in the amount of approximately $4,500.

We have been requested to file a claim of appeal in the will construction case and this offer is conditioned upon the fact that such appeal will become unnecessary. We trust, therefore, that your prompt consideration be given to this matter so that we may hear from you and set accordingly prior to the expiration of the period in which to file the appeal.

It is understood that attorneys' fees for completion of any settlement will be paid out of the estate, but it is likewise understood that such fees must be reasonable and agreeable to all parties concerned.

Very truly yours,

BUTZEL, LEVIN & WINSTON

By /s/ Arthur L. Goulson

Arthur L. Goulson

On May 15, the attorney for Miss Morris replied as follows:

Butzel, Levin & Winston
Suite 2090 Nat'l Bank Building
Detroit, Michigan

Attention: Arthur L. Goulson
Re: Estate of Edward H. Morris
Deceased

Gentlemen:

Confirming our telephone conversation of this afternoon, when you receive the formal approval from Howard University for the settlement with Miss Morris, you will send me a draft of the agreement.

I suppose that you will follow substantially your previous form excepting that:

1) In consideration of Miss Morris giving up her present contingent rights under the so-called emergency clause, she will receive the Morris home and farm plus $4500 in cash.

2) In addition Miss Morris will receive $8000.00 a year out of the Estate in lieu of the present provision in the will of $6000 a year.

Of course you will add as we discussed a mutual release clause between all parties to the agreement. The provision about your fees and mine remain as before.

It is understood that the Estate will furnish Miss Morris with a merchantable abstract of title brought down to date, free and clear of any liens. Miss Morris will assume the 1945 general taxes.

Very truly yours,

/s/ Bernhard Stenge

In a letter to Mr. Hayes dated May 29, Mr. Goulson, representing the University in Detroit, writes:

I believe that Mr. Stenge's letter was intended to be a firm commitment on the part of Miss Morris in order that the settlement may be completed.

In view of the possibilities of more litigation and expense it is our opinion that Miss Morris's counter-proposal is fair and reasonable and we believe after all the negotiations preliminary to obtaining this proposal that we will be unable to secure a more favorable offer on the part of Miss Morris. If the offer meets with the approval of the University, kindly advise me at once and I will immediately prepare a proposed settlement agreement for the approval of all parties. The time element is rather inportant in view of the tax litigation.

<u>The question now before the University is an acceptance or refusal of this counter-proposal</u>.

1. Aside from the pending appeal from the decision of the Circuit Court, there is another legal question pending with reference to the federal estate inheritance tax. The executors paid a tax of $19,618.00. The federal government has filed a claim for $112,169.75 additional. It is probable that compromise can reduce the tax to something less than $100,000. Payment of $100,000 in taxes would cause the principal of the estate to be reduced approximately to $365,000.

The first accounting, filed November 1, 1943, showed disbursements as follows:

Claims	$ 5,585.75
Administration expense (legal fees $15,000)	18,173.45
Taxes	3,036.64
Farm expense	1,411.84
Quarterly allowance	3,000.00
Total	$ 31,207.68

The second accounting, dated January 1, 1945, shows disbursements of $94,883.74, as follows:

Principal (Detroit Trust Co.)	$ 10,000.00
Legacies paid	9,145.00
Quarterly allowance	6,020.00
Taxes	40,929.68
Administration expense	5,163.69
Legal expense	17,235.37
Total	$ 94,883.74

From the above it will be seen that operating the farm and home has cost the estate $1,411.84 in the first nine months and $5,163.69 in the fourteen months to January 1, 1945, a total of $6,575.53. Over a period of fifteen years some persoms might be led to predict that the farm would constitute quite a liability to the estate. Transfer of this asset to Miss Morris with the estimate made above for taxes, would reduce the inventory to $352,500.

If the amount already paid for taxes is subtracted from the total disbursements of $126,091.42, disbursements to January 1, 1945, amounted to $72,125.10 exclusive of the transfer of $10,000 principal to the Detroit Trust Company. Against this can be credited income collected by the executors in the amount of $31,169.96. This means that the inventory of the estate has been reduced approximately $41,000 more for legal fees, expense of administration, legacies and the quarterly allowance in the period of twenty-three months. The balance of principal would be approximately $311,500.

Without accounting for additional income which may be sufficient to pay the quarterly allowance and similar expenses, the estate may be further reduced by litigation as of the present date as much as $25,000 to make the balance of principal that can be counted upon approximately $286,000.

If investment of such a sum could be counted upon to yield 3% over a long period of years, which some persons may doubt, with no depreciation of principal, the approximate annual income may amount to $8,500. If expenses of the trustee and other taxes amount to 5% of the annual income, it will be observed that the principal sum might yield as much as $8,000 net annually with very careful management, and no loss of principal.

It is probable therefore, that this proposal may result in an actual use of a portion of the principal sum to provide the annual payment of $8,000 now proposed.

2. Against the disadvantages of his proposal it should be observed that legal fees amounted to $15,000 in the first nine months of the accounting; legal fees, together with similar expenses in the fourteen months to January 1, 1945, amounted to $17,235.37. It has seemed that almost every petition, request, or other transaction connected with this estate has increased the legal expense in substantial amounts. As long as the assets of the estate remain in the hands of the executors and there is a pending question for legal consideration, these legal expenses may continue to mount in substantial sums.

3. Another consideration in favor of a termination of the proceedings even at some immediate disadvantage to the principal sum is the decision of the Circuit Court as it now stands. Unless this decision can be reversed or the estate immediately settled as proposed, throughout the remainder of her life, Miss Morris has the opportunity and the temptation to make expensive inroads on the principal which may prove annually, in the expense of litigation, more than the proposed annual increase in the payment to her.

Respectfully,

V. D. Johnston
Treasurer

June 7, 1945

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

OFFICE OF
THE SECRETARY

October 8, 1945

RECEIVED
OCT 10 1945
Southern Regional Council

NOTICE OF SEMI-ANNUAL MEETING

BOARD OF TRUSTEES

Notice is hereby given of the Semi-Annual Meeting of the Board of Trustees of Howard University to be held at ten o'clock Tuesday morning, October 23, 1945, in the Treasure Room of Founders Library, University Campus.

Please advise if you will be able to attend this meeting.

James M. Nabrit, Jr.
Secretary

Dr. Guy B. Johnson

Card returned
stating GBJ will attend.

July 24, 1945

President Mordecai W. Johnson
Howard University
Washington 1, D. C.

Dear President Johnson:

I was delighted to have your letter saying that Mrs. Dorothy Canfield Fisher has accepted membership on the Board of Trustees of Howard University. I am sure that Mrs. Fisher will be a helpful and constructive force on the Board of Trustees and I am looking forward with much pleasure to knowing her as a fellow Trustee.

I hope that everything is going along smoothly and that you are getting a chance to relax for a while before the fall term begins.

Very best wishes,

Cordially yours,

GUY B. JOHNSON
Executive Director

GBJ:m

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

OFFICE OF THE PRESIDENT

July 16, 1945

Dear Dr. Johnson:

I am happy to be able to announce to you that (Mrs.) Dorothy Canfield Fisher has accepted membership on our Board of Trustees. I send you herewith a copy of her letter. Please note her message to the members of the Board of Trustees.

All good wishes for a healthy and happy summer!

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta 3, Georgia

C O P Y

Arlington, Vermont
July 11, 1945

My dear President Johnson:

Thanks for your cordial and friendly letter of July 6th which reaches me now. As I said to you over the telephone, although I have made a firm resolution to accept no more outside activities from now on, the invitation to be a Trustee of Howard University is one I felt I couldn't say no to.

So I'm going to try it --- see if my strength holds out for this one extra and infinitely worthwhile piece of work.

Please convey to the members of the Board of Trustees my keen appreciation of the very great honor done me, and my anticipations --- very happy ones --- of pleasure in being one of them.

With warmly friendly greetings,

Dorothy Canfield Fisher

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

(02)

A. N. WILLIAMS
PRESIDENT

SYMBOLS

DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

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TU ATLANTA

DR GUY B JOHNSON=

WESLEY MEMORIAL CHURCH TU ATLA=

DOROTHY CANFIELD FISHER HAS ACCEPTEDMEMBERSHIP ON OUR BOARD OF TRUSTEES LETTER FOLLOWS=

MORDECAI W JOHNSON=

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

TRUSTEES
LOUISE C. BALL
JACOB BILLIKOPF
SARA W. BROWN
HARRY J. CAPEHART
W. JUSTIN CARTER
GEORGE W. COLEMAN
GEORGE W. CRAWFORD
WALTER G. CRUMP
FABURNE E. DE FRANTZ
VICTOR B. DEYBER
LLOYD K. GARRISON
CHARLES H. GARVIN

TREASURER'S OFFICE

FOUNDED BY GENERAL O. O. HOWARD

HOWARD UNIVERSITY

WASHINGTON 1, D. C.

INCORPORATED BY ACT OF CONGRESS, MARCH 2, 1867

TRUSTEES
RICHARD W. HALE
GUY B. JOHNSON
MORDECAI W. JOHNSON
THOMAS JESSE JONES
LORIMER D. MILTON
PETER M. MURRAY
MYLES PAIGE
FLOYD REEVES
C. C. SPAULDING
CHARLES P. TAFT
CHANNING H. TOBIAS
P. B. YOUNG

October 12, 1945

RECEIVED
OCT 15 1945
RECEIVED
Southern Regional Council

Dr. Mordecai W. Johnson
President
Howard University

Dear Doctor Johnson:

As required by Section 5-B, Article III. of the By-laws as amended, I am submitting the thirteenth annual report of the present Treasurer for the fiscal year ended June 30, 1945. The audit report which will be forwarded under separate cover is being made by Peat, Marwick, Mitchell & Co., American Security Building, Washington, D. C., for the first time by appointment of the Finance Committee, April 9, 1945.

There will be submitted also copy of the report of the Treasurer which includes the audit schedules with the comments of the auditors omitted and with certain other schedules inserted for additional information. This is the financial report that goes to the donors, banks, to department heads of the University and to others interested in the financial development of the University. As was the case last year, the audit firm has had fewer men to devote to the audit. Moreover the volume of work at the University has been greater and the condition of the bookkeeping was such that the audit could not progress as rapidly as has been the case in the past. The audit report has not been typed, I am told. As soon as copies are received, these will be duplicated and sent to members of the Board of Trustees. At that time it may be necessary to send a supplementary report which will call attention to particular pages and schedules in the report as received.

The form of this report otherwise will be the same as that submitted in previous years with attention called to certain facts. Unless reference is made to actions of the Board of Trustees or its committees, the comments represent personal reflections offered in the hope that policies of the Board in financial matters may be influenced thereby for the good of the University.

DEVELOPMENTS OF THE YEAR

FOR DEFENSE
BUY UNITED STATES SAVINGS BONDS AND STAMPS
On Sale at HOWARD UNIVERSITY POST OFFICE and CREDIT UNION

1. Student Accounts

The audit report will show uncollected student accounts of $64,111.92 at June 30, 1945, compared with $81,232.34 a year ago. These balances represent an accumulation over the past four years, as voted by the Finance Committee, April 6, 1943. Under the accelerated program students in Medicine and Dentistry registered in January, 1945, and had tuition for one full quarter unpaid at June 30,

1945. With the collection of two-thirds of the accounts due at the end of the previous year and one-third deferred at the close of the present year, there was an increase in the reserve of $25,502.36 at June 30, 1945. At October 1, 1945, $24,377.35 had been collected on these balances. The following schedule may prove instructive:

Student Fees, Professional and Academic
(exclusive of room, board and such charges)
1930 through 1945

Fiscal Yr.	Academic	Professional	Total
1930	$ 197,522.79	$ 89,947.35	$ 287,470.14
1931	204,003.15	85,170.91	289,174.06
1932	195,349.15	75,233.13	270,582.28
1933	153,814.08	66,660.18	220,474.26
1934	139,822.50	63,140.33	202,962.83
1935	161,425.41	55,426.36	216,851.77
1936	170,467.31	53,277.86	223,745.17
1937	182,434.01	53,170.68	235,604.69
1938	198,465.04	51,882.25	250,347.29
1939	202,258.42	52,782.48	255,040.90
1940	202,244.94	52,465.03	254,709.97
1941	207,880.56	61,589.91	269,470.47
1942	198,909.09	76,024.65	274,933.74
1943	239,586.79	90,849.82	330,436.61
1944	270,070.15	125,042.59*	395,112.74
1945	375,630.95	153,641.48*	529,272.43

*Program accelerated

2. Budgetary Status

The current fund deficit at June 30, 1945, is $86,656.25, an increase for the year of $15,261.22. Current income was $1,975,732.21 and current expenditures $1,989,023.88, a net deficit of $13,291.67. Adjustments in accounts of prior years account for the additional increase in the deficit account.

Of the income for the year, $172,469.18 represents special war-time appropriations, $24,864.69 for the Engineering, Science and Management War Training Program and $147,604.49 for the Army Specialized Training Program. Income for the year included $912,002.74 from federal government appropriations, $750,000 for salaries and $162,002.74 for current expenses. Total cost of overtime pay amounted to $167,831.36.

3. Investments: Bonds and Stocks

By vote of the Board, April 11, 1933, securities of the University, other than real estate mortgages, have been deposited with the New York Trust Company. The service was expressly provided by amendment of the By-laws of the Board, April 14, 1936. The Executive Committee ratified the existing contract June 4, 1936.

On recommendation of the Finance Committee, April 8, 1941, the contract with the New York Trust Company was changed to provide only the service as custodian for the securities after that date. At the same time Mr. Myles F. Connors, Investment Counselor, 233 Broadway, New York City, was appointed to advise the Finance Committee on sales and purchases of securities. The cost of the contract with the New York Trust Company during the past year was $701.90. Cost of the services of Mr. Connors during the past year was $900.00. Details of bond and stock sales and purchases will be indicated in the audit report when forwarded to you. The profit on sale of bonds amounted to $12,244.64. Profit on sale of stocks amounted to $1,753.34. This causes the accumulated loss or deficit in endowment to be reduced by $13,997.98. The balance of this deficit at June 30, 1945, was $46,317.36. Earnings on all investments, including the real estate mortgages, allowed a distribution of income amounting to 3.9%.

Bonds owned had a market value of $1,309.00 less than cost or market value. Stocks owned had a market value $47,480.13 in excess of book value at June 30, 1945.

4. Investments: First Mortgages on Real Estate

When the audit report is distributed, attention will be called to the schedule of real estate mortgages, indicating the balance of principal, interest collected during the year and the dates to which interest payments have been made. Mortgages purchased during the year increased the account $12,714.35. One hundred sixteen thousand eighty-one dollars, thirty-nine cents ($116,081.39) was paid in reduction of mortgages during the year. One of the larger mortgages, on an office building in the business district in Washington, was paid in full in August, 1944. This accounts for more than half of the total payments. The remaining mortgages are on residences in the District of Columbia, except for two in a nearby Maryland suburb. Almost all the mortgages are subject to monthly payments.

5. Status of Legacies and Bequests

In the report made to you at this time a year ago, attention was called to litigation over the bequest of the late Edward H. Morris. Developments in this case were set out to you in full, in a memorandum dated June 7, 1945, and sent to the members of the Board of Trustees by President Johnson just prior to the meeting of the Executive Committee, June 22, 1945. Following concurrence of all or nearly all of the members of the Board and upon recommendation of the Finance Committee, the Executive Committee voted:

> That, in consideration of Miss Denise D. Morris, the life tenant in the matter of the estate of Edward H. Morris, irrevocably waiving all her rights under the so-called "emergency clause" in the Morris Will, whereby she is entitled to invade the corpus for the payment of emergency items, or in the event that the income from the estate is insufficient to properly maintain and support her; and, conditioned upon the exchange of mutual releases between the said Miss Morris and Howard University, Howard University would:
>
> 1. As remainderman, together with the Detroit Trust Company as Trustee, authorize and direct the Executors to convey the Morris home and farm to Miss Morris.

2. That the University will authorize and direct the Trustee to pay to Miss Morris the sum previously itemized by Attorney Gray as constituting Miss Morris' emergency claims in the amount of, to wit, $4,500.00.

3. That Howard University will enter into an agreement with Miss Morris and the Trustee providing for the Trustee to pay to Miss Morris the sum of $8,000.00 annually in equal monthly or quarterly installments, whichever may suit the convenience of the parties, for the remainder of her life, in lieu of the $1,500.00 quarterly payments to Miss Morris now provided under the will.

Following this action attorneys for Miss Morris, and the Court, concluded that the proposed contract should have the approval of a meeting of the Board of Trustees inasmuch as the minutes of the Executive Committee are subject to approval by the Board. This contract will probably be subject to action by the Board at the meeting, October 23, 1945.

At the April meeting of the Board, an informal report was made of a bequest of the late Wilbur C. Gordon of Los Angeles, California, a graduate of the Medical School in 1904. The portions of the will of Doctor Gordon which concern Howard University are as follows:

TWELFTH: c) I direct my trustee to pay the sum of $5,000 forthwith to Howard University Medical School, the same to constitute a portion of my total bequest to said school and to be used by said school for research in the Department of Physiological Chemistry.

d) I direct my trustee to pay to the Howard University Medical School as a portion of its total bequest the entire proceeds of the bonds which I have in the Rocky-Mountain Fuel Company at such time as said bonds mature, or are redeemed.

j) I direct my trustee to set aside the sum of $1,000 to be placed in a loan fund to be used to assist senior medical students at Howard University who are financially embarrassed; said fund is to be under the administration of the university and the loans to said medical students are to be secured by their 4% promissory notes and such loans are to be repaid in full before the borrower may receive his diploma.

k) All the rest and residue of my estate, after the death of my wife, I direct my trustee to give to the Howard University Medical School to be used by them for research in the Department of Physiological Chemistry.

The will was admitted to probate March 21, 1945. The Farmers and Merchants National Bank of Los Angeles is designated Trustee. No inventory of the estate has been received other than that given in the will. No distribution or accounting has been made to this time.

6. Gifts to the Scholarship Fund

In the report last year, attention was called to gifts in the amount of $15,714.00 by 437 persons during the fiscal year ended June 30, 1944. During the past fiscal year gifts to the Scholarship Endowment Fund, collected by the Secretary of the University and his associates, amount to $22,275.25 from 605 persons. Among these donors should be noted 31 members of the Medical Class of 1925, who gave $4,100.00 for a loan fund for students in Medicine, at the Twentieth Anniversary Reunion. For the year ended June 30, 1945, $17,924.53 was received from the United Negro College Fund, and $7,177.50 more has been received on July 6, 1945. This is not a part of the cash reported as collected through the Secretary's Office.

7. Plant Extension Fund

Facts with regard to the plant extension fund will be reported in more detail when the audit schedules are available. Meantime information contained in previous reports is brought up to date as follows:

Year ended 6-30	Invested in Real Estate for rental	Purchases of Real Estate during year	Rental Income	Rental & Other Expenses(Net)	Balance due on Mortgages	Payments on Mortgages from Income
1932	$891,097.62	$70,664.88	$49,851.56	$26,242.57	$203,649.00	$ 31,454.90
1933	900,070.75	8,973.13	47,375.85	27,702.86	186,012.90c	19,895.68
1934	902,692.27a	40,121.52	43,532.05	50,652.16	128,754.89	-(8,330.07
						(48,927.94g
1935	938,233.37	35,541.10	48,792.19	37,990.91	128,559.87d	-(6,195.02
						(3,000.00g
1936	961,878.17	23,644.80	51,519.28	47,466.12	118,898.64e	19,861.23
1937	968,878.17	7,000.00	52,264.58	37,477.94	106,974.15f	15,424.49
1938	799,480.90b	-	51,864.33	33,354.44	93,862.30	13,111.85
1939	799,480.90	-	51,093.49	26,440.01	74,480.72	19,381.58
1940	804,978.02	5,497.12	48,963.75	28,548.35	49,996.28	24,484.44
1941	787,796.09h	9,560.30	49,796.78	30,369.21	38,087.14i	17,909.14
1942	787,796.09	-	50,546.35	25,364.99	22,413.16	15,673.98
1943	799,878.30	12,082.21	50,522.27	27,046.41	15,294.92i	19,200.45
1944	799,878.30	-	50,992.79	28,172.18	8,990.47	6,304.45
1945	799,878.30	-	50,443.00	27,964.57	6,676.41	2,314.06

(a) Storeyard and power plant site transferred to educational plant, cost $37,500.
(b) Site for men's dormitory transferred to educational plant, cost $169,397.27.
(c) Includes purchase money mortgage assumed, $2,259.58.
(d) Includes purchase money mortgage assumed, $9,000.00.
(e) Includes purchase money mortgage assumed, $10,200.00.
(f) Includes purchase money mortgage assumed, $3,500.00
(g) Additional payments made from principal
(h) 341 Bryant Street., transferred to Home Economics Department, cost $26,742.23.
(i) Includes purchase money mortgage, $6,000.00.

Payments by the University in reduction of mortgages amounted to $2,314.06. There are only two remaining mortgages in this fund, one of which, in the amount of $4,740. can be paid in full at June 30, 1946. The remaining mortgage, $1,935.73, has to be paid off in amounts not to exceed $150.00 a month, and this

will be accomplished shortly. During the summer of 1944, eleven houses on Sixth Street and four houses on Georgia Avenue, were painted on the exterior at a cost of $1,910.00 as authorized by the Finance Committee. The exteriors of four other houses on Georgia Avenue were painted in the fall of the past year at a cost of $471.00.

At the meeting of the Executive Committee, September 21, it was voted to transfer the property at 2225 Fourth Street, purchased from the late Dean Kelly Miller at a cost of $40,121.52, to the educational plant fund. This will be used by the Dean of Women as a center for women students whose homes are outside of Washington, but who have not been accommodated in the dormitories. In like manner, the house at 2344 Sixth Street was vacated in August and was voted to be used by the Music School for the Children's Department until other accommodations can be had.

No property has been purchased during the past year and no property has been vacant for any extended time. The plant extension fund at June 30, had in cash $12,173.39 and in government bonds $55,000.00.

8. Tax Exemption Status

In the last report, attention was called to the action of the Board of Trustees at their meeting October 27, 1942, as follows:

> Upon motion, it was voted that the Trustees approve the steps which the University has taken in the matter of the attempt to tax part of its properties and authorizes the Administration to go forward with its efforts to resist the attempt to place the University properties on the tax roll.

Following the filing of briefs with the Board of Tax Appeals, there was a hearing on February 15, 1945. The Board, on August 27, 1945, decided against the University and in favor of the District of Columbia as follows:

> The claim for exemption from taxation with respect to the property here involved cannot be sustained unless the expression "so long as such property shall be used only for the purpose set forth in the charter of said institution," be wholly disregarded. Language of a statute may not thus be construed out of existence.

Mr. Hayes has filed a notice of appeal in the District Court of Appeals and the record is now being prepared. There will probably be a hearing in the Court of Appeals before the year is closed.

In brief it is Mr. Hayes' contention: that the University property was exempted from taxes by Congress in the Act approved June 16, 1882 (22 S.L. 104). The Act of December 24, 1942 (56 Stat. 1098) stated property previously exempted, on which the question as to right of exemption occurs, must be reported back to Congress for action. Therefore, only Congress has the right to cause the University's real estate to be placed on the tax rolls.

9. Dining Hall and Dormitories

During the past year the dormitories for women have been completely filled throughout the greater portion of the year. Cook Hall housed men in the Army Specialized Training Reserve Program in the central section and had civilian students in other sections throughout the year. The greater portion of the Army occupancy ended in March, 1945. The figures on the dormitories and dining hall are as follows:

Fiscal Year	Dormitories Income	Dormitories Expenses	Dining Hall Income	Dining Hall Expenses
1933	$ 20,197.56	$ 27,354.17	$ 25,004.43	$ 30,402.35
1934	24,391.91	41,212.15	33,150.00	46,933.23
1935	30,598.90	44,698.45	46,192.62	61,135.36
1936	29,603.57	37,511.52	46,359.23	55,441.16
1937	37,387.18	46,364.67	49,037.09	52,626.02
1938	36,837.72	38,972.50	51,038.04	54,595.05
1939	33,219.18	32,376.94	55,806.01	56,882.56
1940	38,020.25	36,013.36	43,396.86	54,606.21
1941	63,931.96	54,295.11	47,637.84	51,666.97
1942	67,430.72	54,672.01	64,916.92	68,824.19
1943	65,916.90	56,496.66	88,213.48	84,961.46
1944	57,527.56	56,624.55	119,470.12	115,195.44
1945	77,437.87	93,387.59	151,471.87	161,103.02

The excess of expenses over income in the dormitories amounted to $15,949.72, the excess of expenses over income for the dining hall amounted to $9,631.15. Sojourner Truth Hall was painted on the interior at a cost of $2,500.00 and the exteriors of the three women's dormitories were painted at a cost of $3,915.00.

In addition, purchases for equipment were made for the dormitories as follows:

To replace linoleum, Cook Hall	$ 520.00
To furnish and install draperies, complete, Clarke Hall	1,894.85
For 168 mattress covers and 160 pillow covers, women's dormitories, Cook Hall.....	440.92
For 189 bed spreads, women's dormitories	710.75
For 93 metal double-deck beds and 46 mattresses, women's dormitories, Cook Hall, Miner Hall	1,123.60
For cleaning and repair of upholstered furniture, women's dormitories	228.50

During the past summer contract was made and approved by the Executive Committee, September 21, to paint the interior of Frazier Hall, $4,873.00, and Crandall Hall at a cost of $3,641.00. The rehabilitation of the Miller (Langston) house for use by the Dean of Women will require an additional appropriation this year, also.

Estimates are under way at the present time, subject to approval by the Executive Committee, to paint the halls and public spaces in Cook Hall this winter. The cost will probably be $6,000.00 exclusive of student rooms.

The deficit in the dining hall is due chiefly to the fact that food and labor have proved more expensive, at the same time that prices charged the students

have remained the same. It is probable we have been so busy trying to get meals prepared, insufficient attention has been given to the cost. Moreover with the increased cost in food and labor, neither has been up to the standard to which the students have been accustomed. Certain adjustments are planned during the present year to make up as much as can be this embarrassing deficit. During the past year certain expensive repairs were made, like the new refrigeration system at a cost of $2,300.00, new flooring at a cost of $1,137.80, covering walls $619. and sound-proofing the halls, $841.00. None of these costs have been repeated in the past summer except for the painting of the walls in the dining hall and the coffee shop. It had been believed that a better type of labor might be secured with the end of the war. But the forty hour week, beginning September 1, causes more persons to be employed to do the same work. The dining hall is in operation approximately fourteen hours a day, Monday through Saturday, and eight hours on Sunday, or ninety-two hours a week, exclusive of special functions. This causes about two and a third persons to be required for each job. It may be that the students will have to be charged more. This conclusion is being considered reluctantly. The cost of overtime pay in the dining hall last year was $7,510.50 and $2,930.84 for the dormitories which can be set against the cost of the additional workers.

10. Operation and Maintenance of Buildings and Grounds

Operation and maintenance of buildings and grounds cost $200,916.17 this year, an increase of $15,890.72. This cost includes $24,151.00 in overtime payments due to the forty-eight hour week. Fuel oil cost $89,597.56 this year, $2,972.86 less than the cost in 1944.

This cost includes $5,811.00 for a new roof on the gymnasium and $8,449.00 for removal of the south end of Miner Hall. The shortage of competent labor and continuing vacancies in positions throughout the year has caused an accumulation of work in the Buildings and Grounds Department. The work that is done is not up to the standard prior to the war. It seems that the painters, carpenters, mechanics which the University can employ, except for a very few who have remained with the University, are those who can not hold employment in their trades elsewhere. As a consequence many types of work formerly done by the University employees have to be done, at considerably more expense, by outside contracts. It has been possible with University labor to paint the exterior of Douglass Hall this year at a cost of $897.30, and to paint most of the exterior of Miner Hall. Neither the paint nor the workmen are particularly creditable.

11. Contributory Retirement Plan

Status of the contributory retirement plan with the Teachers Insurance and Annuity Association is brought up to date as follows:

	Cost to the University	Number of contributors at June 30	October 1
1935	$ 10,705.99	69	79
1936	14,526.48	89	99
1937	16,910.89	107	108
1938	17,241.91	107	114
1939	18,569.05	115	117
1940	19,008.90	122	127
1941	20.509.24	134	140
1942	21,582.74	138	142
1943	21,464.34	133	126
1944	23,548.47	123	127
1945	26,599.82	136	153

12. Scholarship and Student Aid

The record is brought up to date as follows:

Year ending June 30	Trustee Scholarships	Service Scholarships	Endowment and Gifts
1934	$ 19,980.81	$ 5,231.65	$ 3,010.90
1935	17,948.02	5,985.98	4,497.53
1936	24,430.58	8,094.20	3,457.80
1937	23,177.69	7,852.50	3,350.35
1938	24,883.42	7,914.75	4,033.04
1939	27,129.01	11,407.54	6,824.23
1940	26,485.87	11,700.05	8,427.25
1941	28,586.74	12,438.01	4,778.50
1942	28,780.79	11,478.86	6,247.57
1943	31,429.51	11,344.53	8,130.13
1944	21,068.70	7,458.45	7,705,81
1945	22,558.19	15,538.31	10,539.12

A report has been made elsewhere of gifts to the Scholarship Fund. The record above does not include any gifts which may have been accumulated and not used to this time.

13. Change in McMillan Park Drive

The Board of Trustees at the meeting April 11, 1944 voted:

> That the University contest or resist the taking of University premises under the proposal of the District Highway Department to widen Fourth Street between the President's House and the Women's Dormitories, to use every means at the disposal of the University, and to do whatever is necessary to safeguard the interest of the University.

Following a statement of the position of the University on this subject in a letter to the Commissioners, September 29, 1944, President Johnson appeared before the National Capital Park and Planning Commission; General U. S. Grant with members of the Commission visited the University and examined the effect of this proposed change on the east side of the campus. Another proposal which meets, in part, the objections of the University north of Howard Place, was presented by the Highway Department, but this proposal, which includes an over-pass and a serious lowering of Fourth Street south of Howard Place, is still objectionable to the University. These objections have been presented to the National Capital Park and Planning Commission and a further hearing is in prospect.

FUTURE EMPHASES

There follow several suggestions that are repeated annually or that appear particularly applicable for consideration at this time.

1. Debt of Plant Fund to Endowment

Attention of the Board is called annually to the indebtedness of plant fund to endowment in the amount of $95,277.96. The money was used many years ago to purchase land in the Music School area and the large lot on Georgia Avenue. There is the obligation to return this money to endowment in order that the purposes of the donors of this sum may be fulfilled. With the current note at the bank paid, it would be fortunate, as well as wise to consider this an active debt to be reduced by regular payments from current receipts.

2. Endowment for Scholarship and Student Aid

Report has been made of the increase in gifts for student aid, scholarships and loans.

In the report last year attention was called to effects of the present policy of remitting tuition as a form of scholarship or aid to students. The committee on scholarships, appointed by President Johnson met on several occasions during the past year and acquainted itself fully with this subject as well as several other features of the present policies regarding student aid. The report of this committee, however, may not cover the subject very thoroughly and to this time has had slight influence upon actions of the deans and the separate scholarship committees.

3. Disability, Group Insurance, Retirement Provisions for Non-teaching Personnel

The suggestion is repeated again that improvement can be brought about for the University, as well as persons employed by the University, if some form of insurance for disability, for illness, and to provide a small death benefit can be arranged, particularly for non-teaching employees. Teachers also can be benefitted. Each year one or more instances develop to prove the need for such assistance. There have been no further developments with reference to the proposed inclusion in the benefits of the Civil Service Retirement Act; nor has there been any development in the year with regard to a retirement policy for persons other than teachers.

4. Operation and Maintenance of Plant

Due in large measure to the war and the inability to attract competent workers either as janitors or mechanics, service in the buildings and grounds department is at the lowest ebb in my acquaintance with the situation. During the past year it has been impossible to keep the positions that we have filled on any sort of continuing basis. Persons who could be employed were of the sort, apparently, who could not secure employment elsewhere. Some persons are hoping that this situation will not continue much longer. There are several factors that will cause the budget of the buildings and grounds department to need special attention over the next year and perhaps longer:

(a) There has been an accumulation during the past three or four years of workmen who are overage, relatively incompetent for the duties for which they are hired, and not inclined as well as not able to follow instructions. Even the present services can not be improved until these persons are replaced.

(b) There is an accumulation of needed painting, cleaning and repair which will cost money and extended effort. In the electrical service alone probably two additional competent electricians could be fully occupied for a year just to put existing lights, switches, elevators, motors, water coolers, lamps and similar articles that we now have back into use. Many of the parts are just becoming available. Leaking faucets, and unusable faucets would require a full-time plumber if we could afford him.

(c) The larger number of students, the longer term of teaching through the summer, and the longer hours of teaching into the evening, puts a strain upon existing facilities and actually requires more janitors and mechanics than we had before the war caused the vacancies to occur. In places like the gymnasium, the dental clinic, the medical laboratories, in the library, and in Douglass Hall the usual cleaning at night is not sufficient. By noon, daily, each of these places is in such disorder that classes, and services, can not be rendered with satisfaction to the teachers or the students. Estimates have been prepared for the Bureau of the Budget for several needed additional improvements and several repair items. These items, however, are of a non-recurring type. It is probable that the daily routine cleaning and repair will cost considerably more for several years to come. It will be noted, for instance, that painting of buildings like the Founders Library, the interior of Douglass Hall and almost all the other buildings is badly needed. Painting of these large buildings when competently done is very expensive.

5. Additional Housing

The report last year called attention to the inadequacy of existing dormitory facilities, a fact that has probably been fully canvassed with many of the trustees by parents and students. Estimates for the Bureau of the Budget for next year include a request for two additional dormitories for women. The need for dormitories for men will probably be more pressing as men are released from the Army unless more space becomes available in homes in Washington. Even if the University succeeds in securing the money for the two additional dormitories for women, and a similar sum for men, it is probable with the removal of Clarke Hall and Miner Hall, the demands for men and women will be far in excess of the space available for many years to come.

6. Status of Employment of Non-Teaching Personnel

In the report last year attention was called to a survey of non-teaching positions which was being completed just about the time of the October meeting.

This report was made the basis of representations to the Federal Security Agency and the Bureau of the Budget and has undoubtedly proved a guide for the University in salary increases included in the budget for the current year. On June 28, however, the situation with regard to Howard University was complicated by the Federal Employees Pay Act, known as Public Law 106. This law caused the overtime pay to be discontinued in part at July 1, 1945, and wholly at September 1, 1945, when the forty hour week went into effect. Persons at Howard University received $167,831.36 in overtime pay during the year ended June 30, 1945. Persons under the Classified Service in the Federal Government, were given basic salary increases just about equivalent to the discontinued overtime pay, and in some cases considerably more. However, this did not benefit Howard University,

which is not in the Classified Service. As a consequence representations have been made to the Bureau of the Budget for the provision not only of the increases in basic pay but of a sum sufficient to bring the pay for the same work at Howard University to the basic pay in government service. If this additional money can be secured, it will remove the competition of the government service for employees at Howard University, a most fortunate thing. Unless this additional sum is received, the University will be in a very serious situation to hold competent persons who can secure as much as a third and more in pay from the federal government for the same work they are doing for Howard University. The situation with regard to teachers will probably be more serious unless the additional money is secured. The sum involved is something more than $200,000.00 for teaching and non-teaching employees.

8. Reconsideration of Student Fees

In the report last year some consideration was given to an increase in student fees. The Executive Committee, February 16, 1945, increased tuition in the Law School from $125.00 to $150.00. At the meeting April 11, 1945, tuition in the Medical School was increased from $250.00 to $315.00 and in Dentistry from $175.00 to $225.00. At one time it appeared that the deans and other persons might recommend an increase in fees in the College of Liberal Arts as much as $13.00 a quarter. The question of increasing costs for salaries, for services, for maintenance of plant will cause the subject of fees and additional income to recur. An increase from $3.50 to $4.00 per quarter hour would produce about $75,000.00 on the basis of last year's registration. American University, Catholic University and George Washington University charge the equivalent of $5.30 and $6.66 for the quarter hour.

Aside from the additional increase in fees for tuition, this may be the time when the charge for room rent and food needs to be considered. The additional expense caused the dining hall by the forty hour week will probably exceed the cost of the overtime pay. The increased labor, repair and breakage in the dormitories, not to mention additional equipment, which the increased number of students causes, make it necessary to consider if the students are paying enough for the services which they should expect.

If the federal government grants the additional money under Public Law 106 for the increase in basic rates of pay, the cost of labor in the dining hall and dormitories will be further increased but the government will not pay any part of this cost.

9. Accelerated Program

For the fiscal years 1944 and 1945, the Medical and Dental Schools have accelerated their schedules to include teaching from October through August, eleven full months rather than October through May, or eight and a half months as formerly. It is probable that the Trustees will be called upon by the Medical and Dental faculties to discontinue the accelerated program this year. If this is done and the same salaries and other overhead expenses are continued in these schools on an annual basis, the budget making next April will be a real problem. The additional quarter last year is credited with $31,491.59 tuition.

Aside from the question of making ends meet, and utilizing the existing plant

during the longest possible term, there are one or two considerations which may be peculiar to this situation that will not be fully considered or publicized by the faculties concerned:

(a) There are already 28 veterans in Dentistry and 15 in Medicine. These men receive allowances for themselves and their families only during the months in which they are in school. The number is sure to increase with each class that is admitted during the next four or five years. Already in the college, many veterans are paying their own expenses now with the idea that their allowances from the government will be available when they are eligible to enter the Medical School. Many of these men have been out of school three or four years, are older than is normally the case, have families and are anxious to get out of school and to work as soon as possible. It seems that the University should give consideration to the additional service to this class of students.

(b) There are a large number of students in Medicine and Dentistry, more now than ever before, from the West Indies, South America and Central America. These persons have a heavy expense to get here, are ineligible for many types of employment under the immigration laws. If the Medical School is closed from the first week in June until the last week in September, these persons are under a heavy expense either to return home for the summer or to maintain themselves during the summer months when the teaching is not available to them.

(c) We profess to be aware of the need for Negro physicians, dentists and nurses. The statement has been made that the graduates in medicine and dentistry annually are not sufficient to replace Negro physicians and dentists who die. It would seem, therefore, at a time when the students and their parents have more money than ever before to maintain themselves in these professional schools, the faculties and the University have a real obligation to make the facilities in teaching available throughout the year, to graduate as many of these persons as rapidly as possible while the student material is available. To do otherwise would be a failure to live up to the obligation we profess.

A year ago when Professor Reeves was asked if the criticism of the accelerated program could be based on any objective evidence or inability of the students to absorb as much or more in eleven months than had been the custom in eight and a half months, the answer was in the negative. Inquiry has not revealed the preparation of any study since last year to indicate a failure of the accelerated program to produce as good or better physicians and dentists, with the absence of the long vacation.

It would seem unfortunate for the faculties, who are paid on an annual basis, to ask for the luxury of three months' vacation when there is a real need for their services.

10. Work of the Business Office

I have attached to this report a schedule indicating that 35½ persons have been employed in the Business Office during the past year to fill 22 positions. Two of these positions, an additional payroll bookkeeper and a student ledger bookkeeper were provided by the Executive Committee in February, 1945. In spite

of the number of persons listed, there were actually one or more weeks in several of the positions with no incumbent. In several cases it would have been better had we been without the person who attempted to fill the position.

Because of inexperienced and incompetent help with more work than ever before, the record-keeping has been in a state of disorder much of the time, particularly the student accounts and the purchasing. Since the war ended there have been more inquiries about employment. It is probable that a better selection can be made as the present year goes on. It is not possible that the situation can be any worse.

11. Trustee Meetings

Meetings of the Finance Committee are reported as follows: September 13, October 23, 1944, February 14, April 9, and June 8, 1945. Doctor Tobias has continued as Chairman of this committee. Doctor Coleman asked to be relieved of his duties with this committee at the April meeting and Mr. Lorimer D. Milton was designated to replace him. The committee will miss Doctor Coleman. President Johnson met with the committee as formerly.

The Buildings and Grounds Committee met on October 23, 1944, and April 9, 1945. Doctor Thomas Jesse Jones has continued as Chairman of this committee. This committee will have to have more frequent meetings if the appropriation for building planning becomes available this year.

I am concluding this report again with my thanks to the committee members, the Board of Trustees and to my associates in the office for assistance and advice in the business of the University.

I hope that it can be possible to conclude the next report with more satisfaction in the manner this work has been done.

Respectfully,
V. D. Johnston.
Treasurer.

HOWARD UNIVERSITY

Persons who have been appointed in the Business Office, July 1,1944-June 30,1945

Position	Incumbent	Period of Incumbency if less than a year
Treasurer	V. D. Johnston	
Assistant Treasurer	Gustav Auzenne, Jr.	
Cashier	Daniel W. Edmonds	
Purchasing Agent	Lawrence L. Whaley	
Budget Officer	Dorothy H. Bayen	
Bookkeeper	Hubert M. Moman	
General Ledger Bookkeeper	Raymond A. Cunningham	
Bookkeeper-Clerk	Evelyn Budd	July 1-9, 1944
	Helena M. Carrington	Aug. 9, 1944 -
Budget Ledger Bookkeeper	Florence W. Morse	July 1-October 17, 1944
	Flora L. Clark	Oct. 21, 1944-
Assistant Cashier -Bookkeeper	Alvesta P. Lancaster	
Secretary	Margaret D. Welch	
Stenographer-Clerk	Lillian C. Robinson	
Purchase Order Clerk-1	Flora L. Clark	July 1-Oct. 21, 1944
	Emma M. Washington	Nov. 29, 1944-Feb. 10, 1945
	Fuchsia L. Mitchell	Feb. 21-
Purchase Order Clerk-2	Frances E. Cooper	July - Aug. 9, 1944
	Eula S. McCune	Aug. 18-Dec. 7, 1944
	Henrietta J. Mitchell	Nov. 23, 1944 - Jan. 2, 1945
	Frances Campbell	Jan. 4 - May 23, 1945
	Mauvice W. Brett	Mar. 5 -
Secretary to Purchasing Agent	Helena M. Carrington	July 1 - Aug. 9, 1944
	Frances E.Cooper	Aug. 9, 1944 - June 30, 1945
Military Property Clerk	Roscoe C. Clayton	
Payroll Bookkeeper* (two positions)	Viola B. Murphy (1)	July 1-Oct. 5, 1944
	Julia M. Christian (2)	Mar. 2 - June 30, 1945
	Gwendolyn D. Ragland (1)	Oct. 21, 1944 -
	Myrtle E. Redd,p-t (2)	Sept. 19, 1944 - June 11, 1945
Student Ledger* Bookkeeper (two positions but one incumbent)	Olivia J. Smith	July 1 - Nov. 30, 1944
	Marian V. Jordan	Dec. 5, 1944 - Apr. 8, 1945
	Lucy T. Johnson	Mar. 12 - June 23, 1945
	Della O. Kevil, p-t	Apr. 23 - June 30, 1945
	Olivia J. Smith	May 28 -
Stenographer-Clerk	Sara L. Slack, p-t	July 1, 1944 - June 15, 1945
	Mildred Ray	May 22 - June 30, 1945
Auditor-ASTP-ESMWT	J. Arnett Frisby	

*Position increased to two, February 16, 1945.

p-t - part-time

SEMI - ANNUAL REPORT OF THE SECRETARY

TO THE

BOARD OF TRUSTEES

Semi-Annual Report
October 23, 1945

RECEIVED
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Southern Regional Council

SEMI-ANNUAL REPORT OF THE SECRETARY
TO THE
BOARD OF TRUSTEES

Semi-Annual Report
October 23, 1945

The Board of Trustees
President Mordecai W. Johnson
Howard University
Washington, D.C.

Dear President Johnson:

I herewith submit the semi-annual report of the Secretary of the University for the period April 11, 1945, to October 23, 1945, as provided by Article 2, Section 5, of the By-Laws of the Board of Trustees of Howard University.

The minutes of the annual meeting held April 10, 1945, and the minutes of the Executive Committee held May 18, 1945, June 22, 1945, and September 21, 1945, have been written and forwarded to the Board of Trustees.

The minutes of the Executive Committee of the Board of Trustees from January 1930, to December 1943, and the minutes of the Board of Trustees from February 1930, to October 1943, have been bound and are being indexed so that in addition to the regular volumes containing the minutes of the Board of Trustees, there is now available, handy and readily accessible bound minutes from 1930 to 1943 for use by the Secretary of the University.

The indexing of the minutes of the meetings of the Board of Trustees which has been in progress for more than two years has fallen far behind because of a lack of sufficient personnel in the office. The work of our current minutes has been kept up-to-date.

The main public functions which have occurred since the last meeting of the Board of Trustees are Baccalaureate, June 3rd, Commencement, June 8th, the September 7th Commencement in Medicine, Dentistry and Pharmacy, and the Formal Opening

of the University for the fall quarter. President Johnson delivered the Baccalaureate Address on Sunday, June 3, 1945, on the campus in front of Douglass Hall to the graduates and thousands of friends, members of the immediate Howard community and alumni. On Friday, June 8, 1945, Dr. Benjamin E. Mays, President of Morehouse College, Atlanta, Georgia, delivered the Commencement address to 240 graduates and to an audience of approximately five thousand persons. Honorary degrees were conferred upon Philip Murray, President of the C.I.O., Paul Robeson, President Benjamin E. Mays, and Judge Louis C. Cramton, of Lapeer, Michigan, former member of the House of Representatives. That evening at 8:30 P.M. the Trustees entertained at a dinner in honor of the recipients of honorary degrees, at which time Dr. Benjamin E. Mays, Paul Robeson, Philip Murray, Judge Louis C. Cramton, the President of the University, and the Chairman of the Finance Committee, Dr. Channing H. Tobias, spoke to the guests. On Tuesday, October 9, 1945, Howard University's Formal Opening was held in Andrew Rankin Memorial Chapel at which time President Johnson addressed an over-flowing chapel. The President spoke to the students on their possibilities in the World today.

Howard University opened with a freshman enrollment of 230 men and 384 women. This freshman enrollment of 614 students is the second largest to have begun study at the University. It practically doubles the enrollment of 1943-44 and is almost three times the enrollment of 1939-40. In addition to better economic conditions among Negroes and other factors, the Office of the Secretary takes great pride in what it has contributed to the increased enrollment of Howard University. For five years we have been systematically conducting examinations, distributing News Bulletins and literature concerning Howard University in more than 55 cities and 27 states, in promoting good will for Howard University and interesting students in coming to Howard University, in conducting scholarship examinations in search of gifted students, in solicitations from graduates and friends of the University for scholarship purposes. During this period we have waged an intensive campaign through advertising, news release

personal visitations with editors and reporters of various newspapers and magazines in an effort to foster good will for an understanding of the program of the University and to smooth away misunderstanding and resentment and to create a positively favorable attitude toward the University. We feel that the results of these efforts are being shown in the steady increase in the enrollment in Howard University during the entire period since Pearl Harbor. All other Negro schools, as well as white institutions, have at the same time suffered a steady drop in enrollment.

Since the Howard University Scholarship Fund was inaugurated three years ago, 1164 Howard graduates and friends of the University in 201 cities in 34 states and the District of Columbia have pledged $92,204.65 of which a total of $52,534.67 has been paid in cash. This represents an average pledge of $79.21 and an average cash payment of $45.14. In computing these averages the gift of the Howard Alumni Association and the gift of the Medical Class of 1925 were considered as two pledges and two cash payments. On the other hand, there are 225 delinquent pledges of which there are 170 pledges for which no cash payments have been made. Subtracting 170 from 1164 gives us 994 pledges for which some cash payment has been made. The average cash payment for the 994 pledges is $52.95.

There is a total of $8,215.50 due on the 225 delinquent pledges totaling $17,477.50 or an average delinquency of $36.51. Pledges are considered current in this report if they have been revived this year by a cash payment even though the cash paid might not bring the pledges up to date. Of the 225 delinquent pledges, there are 170 on which no cash has been paid. On the remaining 55 delinquent pledges a total of $1,965.00 has been paid or an average of $35.36.

$35,181.40 has been paid on the 537 pledges paid in full or an average payment of $69.34. There are 314 current pledges amounting to a total of $39,545.75 on which $14,910.77 has been paid in cash or an average of $47.51.

During the school year 1944-45 the field agents contacted 1285 Howard graduates and friends of the University located in 231 cities in 31 states and the

District of Columbia, in the interest of securing pledges and contributions to the Scholarship Fund. Five hundred twelve of these persons made new pledges to the fund; 194 made cash payments on old pledges; 341 promised to pledge in the future and 386 did not commit themselves. In addition, four graduates located in states not visited by the field agents sent in contributions to the University for the fund amounting to $270.00. Two of these graduates live in California, one in Colorado and one in New Hampshire. Including these graduates there are a total of 516 new pledges this year according to our records and considering the gift of the Medical class of 1925 and the gift of the Howard Alumni Association as two pledges.

The 516 new pledges amount to a total of $35,867.25 of which $21,956.25 was paid in cash as of June 23, 1945. The cash payments collected on 194 old pledges amounted to $10,174.50 or a grand total collected for the school year 1944-1945 of $32,131.25. The average new pledge is approximately $69.00, and the average new cash payment is approximately $42.55. While the 710 persons making payments this year paid an average of $45.26, 240 of the 516 new pledges were paid in full; nothing was paid on 67 of them and partial payments were made on 209 of the new pledges. Approximately $18,215.25 was paid on paid in full pledges while $3,741.50 was collected as partial payments on new pledges.

Special Gifts, 1944-1945 -

I The Medical Class of 1925 made an initial gift of $4,100.00 toward a scholarship endowment for medical students.

II The Washington Howard Alumni Association Incorporated contributed $1,000 to the scholarship endowment.

III Mrs. Mary Syphax of Washington, D.C. gave $500 to establish a four year scholarship for a girl of exceptional merit and good scholarship.

IV Dr. Spenser of Washington, D.C. established an annual scholarship to be awarded by the Bates High School of Annapolis, Maryland, to graduates of that school who plan to attend Howard University.

V Attorney Raymond Pace Alexander of Philadelphia, Pa., established an annual scholarship of $150.00 to be awarded to students of exceptional ability who are graduates of the Philadelphia High School and plan to enter Howard University.

VI Dr. F. A. Saunders of Baltimore, Maryland and Dr. William C. Gardiner of Bridgeport, Connecticut, each contributed $500 in cash to the Scholarship Fund.

VII Doctors A. B. Charles, Brooklyn. New York; Luther White, Buffalo, New York Dr. D. J. Walton, Macon, Georgia; H. D. Matthews, Bessemer, Alabama; and Henry L. Mackleroy, Muskogee, Oklahoma, each made pledges of $500.00 to the scholarship endowment fund and paid $100.00 or more on each of their pledges.

Therefore, it is evident that in addition to improving public relations and maintaining favorable publicity during the year, the office has produced tangible and concrete results in increasing enrollment and scholarship funds. The Secretary is of the opinion that the most constructive work has been in the furtherance of favorable publicity for the University. He is keeping up a personal correspondence with every Howardite in the armed services.

On September 7, 1945, the 77th Annual Commencement, Summer Convocation was held for Medicine, Dentistry and Pharmacy. Dr. Peter Marshall Murray spoke on "Nothing is so Difficult To Foresee As Consequences."

The Secretary of the University through the consideration of the Board of Trustees and President of the University is a member of Draft Board #12 and Chairman of Ration Board #34, and is serving on numerous committees at the University.

The Secretary of the University extends his thanks to all of his associates whose cooperation has made possible the successful operation of this office and particularly acknowledges his indebtedness to the Board of Trustees, the President of the University, Deans and Administrative Officers, the personnel of the Office of the Secretary, Faculty, Employees and Student Organizations for their unstinted advice, encouragement and assistance in the performance of his manifold duties.

Respectfully submitted,

James M. Nabrit, Jr.
Secretary

SCHEDULE FOR HOWARD UNIVERSITY NATIONAL COMPETITIVE
SCHOLARSHIP EXAMINATION

ITINERARY
for
A. J. Blackburn

Trip I

Garnet High School	Charleston, W. Va.	September 21, 1945	9:30 am
Addison High School	Roanoke, Va.	September 24, 1945	9:00 am
Booker Washington High School	Norfolk, Va.	September 26, 1945	9:00 am
Armstrong High School	Richmond, Va.	September 28, 1945	9:00 am

Trip II

Schenley High School	Pittsburgh, Pa.	October 9, 1945	3:00 pm
Board of Education Building	Youngstown, Ohio	October 15, 1945	9:00 am
Board of Education Building	Akron, Ohio	October 17, 1945	9:00 am
Central High School	Cleveland, Ohio	October 19, 1945	9:00 am
Scott High School	Toledo, Ohio	October 23, 1945	2:30 pm
Miller High School	Detroit, Mich.	October 26, 1945	9:00 am
Central High School	Columbus, Ohio	October 30, 1945	9:00 am

Trip III

Arts High School	Newark, N. J.	November 10, 1945	9:00 am
Wadleigh High School	New York City	December 6, 1945	9:00 am
Trenton Senior High School	Trenton, N. J.	December 12, 1945	9:00 am
Senior High School	Atlantic City, N.J.	December 15, 1945	9:00 am
William Penn High School	Harrisburg, Pa.	December 17, 1945	9:00 am
Murriel Dobbins High School	Philadelphia, Pa.	December 21, 1945	9:00 am

Trip IV

Howard High School	Wilmington, Del.	January 9, 1946	9:30 am
Douglas High School	Baltimore, Md.	January 12, 1946	9:30 am
Howard University	Washington, D. C.	January 19, 1946	9:00 am

ITINERARY FOR SCHOLARSHIP FUND

A. J. BLACKBURN

Trip I

Berryville, Va.	September 11, 1945
Winchester, Va.	September 13, 1945
Lexington, Va.	September 14, 1945
Covington, Va.	September 17, 1945
Beckley, W. Va.	September 19, 1945
Charleston, W. Va.	September 21, 1945
Roanoke, Va.	September 24, 1945
Norfolk, Va.	September 26, 1945
Suffolk, Va.	September 27, 1945
Richmond, Va.	September 28, 1945

Trip II

Pittsburgh, Pa.	October 8, 9-12, 1945
Wheeling, W. Va.	October 11, 1945
New Brighton, Pa.	October 13, 1945
Youngstown, Ohio	October 15, 1945
Akron, Ohio	October 17, 1945
Cleveland, Ohio	October 19, 1945
Detroit, Michigan	October 24-29, 1945
Toledo, Ohio	October 24,1945
Columbus, Ohio	October 30-31, 1945

Trip III

Newark, New Jersey	November 10, 1945
Paterson, N. J.	November 12, 1945
Jersey City, N. J.	November 13-14, 1945
Morristown, N. J.	November 15, 1945
Englewood, N. J.	November 16, 1945
Mt. Vernon, N. Y.	November 19, 1945
Monroe, N. Y.	November 21, 1945
Flusing, N. Y.	November 22, 1945
Corona, N. Y.	November 23, 1945
New Rochelle, N. Y.	November 26, 1945
Brooklyn, N. Y.	November 27-28, 1945
Newark, N. J.	December 3-4, 1945
New York City	December 5-11, 1945
Trenton, N. J.	December 12, 1945
Burlington, N. J.	December 13, 1945
Atlantic City, N. J.	December 15, 1945
Harrisburg, Pa.	December 17, 1945
Philadelphia, Pa.	December 18-22, 1945

Trip IV

Wilmington, Del.	January 9, 1946
Baltimore, Md.	January 10-12, 1946
Annapolis, Md.	January 14-15, 1946
Washington, D. C.	January 19, 1946

SCHEDULE FOR HOWARD UNIVERSITY NATIONAL COMPETITIVE
SCHOLARSHIP EXAMINATION

ITINERARY
for
W. W. Blocker

Trip I

DuSable High School	Chicago, Ill.	Nov. 9, 1945	9:30 am
Roosevelt High School	Gary, Ind.	Nov. 13, 1945	10:00 am
Lincoln High School	Kansas City, Mo.	Nov. 21, 1945	10:00 am
Sumner High School	Kansas City, Kans.	Nov. 26, 1945	9:30 am
Sumner High School	St. Louis, Mo.	Dec. 3, 1945	9:30 am
Lincoln High School	E. St. Louis, Ill.	Dec. 4, 1945	9:30 am
Colored Central High School	Louisville, Ky.	Dec. 11, 1945	10:00 am
Attucks High School	Indianapolis, Ind.	Dec. 14, 1945	9:30 am
Dunbar High School	Dayton, Ohio	Dec. 18, 1945	9:30 am
Walnut Hills High School	Cincinnati, Ohio	Dec. 20, 1945	9:00 am

Trip II

Atkins High School	Winston-Salem, N.C.	Jan. 7, 1946	10:00 am
Second Ward High School	Charlotte, N.C.	Jan. 10, 1946	10:00 am
Booker Washington High School	Raleigh, N. C.	Jan. 18, 1946	9:30 am
Williston Industrial High School	Wilmington, N. C.	Jan. 25, 1946	9:30 am
E. E. Smith High School	Fayetteville, N.C.	Jan. 28, 1946	9:30 am
Booker Washington High School	Columbia, S. C.	Feb. 1, 1946	9:45 am
Avery Institute	Charleston, S. C.	Feb. 6, 1946	9:30 am
Beach Institute	Savannah, Ga.	Feb. 8, 1946	9:30 am
Stanton High School	Jacksonville, Fla.	Feb. 14, 1946	9:30 am
Booker Washington High School	Miami, Fla.	Feb. 21, 1946	9:30 am
Booker Washington High School	Atlanta, Ga.	Mar. 5, 1946	9:30 am
Parker High School	Birmingham, Ala.	Mar. 12, 1946	9:30 am
Lanier High School	Jackson, Miss.	Mar. 19, 1946	9:30 am
McKinley High School	Baton Rouge, La.	Mar. 22, 1946	9:30 am
McDonough High School #35	New Orleans, La.	Mar. 29, 1946	9:45 am
Charlton Pollard High School	Beaumont, Texas	April 3, 1946	9:30 am
Jack Yates High School	Houston, Texas	April 6, 1946	9:30 am
Booker Washington High School	Dallas, Texas	April 12, 1946	9:30 am
Booker Washington High School	Tulsa, Okla.	April 20, 1946	9:30 am
Dunbar High School	Little Rock, Ark.	April 24, 1946	9:30 am
Booker Washington High School	Memphis, Tenn.	April 26, 1946	9:30 am
Austin High School	Knoxville, Tenn.	April 30, 1946	9:30 am

ITINERARY FOR SCHOLARSHIP FUND

W. W. BLOCKER

Oct. 3	Ft. Wayne, Ind.
Oct. 5	Chicago, Ill.
Oct. 9	Milwaukee, Wis.
Oct. 11	Evanston, Ill.
Oct. 12	N. Chicago
Oct. 16	Bloomington
Oct. 17	Decatur, Ill.
Oct. 19	Rockford, Ill.
Oct. 20-Nov. 13	Chicago, Ill.
Nov. 14-15	Des Moines, Iowa
Nov. 16-17	Mason City, Iowa
Nov. 18-19	Omaha, Neb.
Nov. 21-25	Kansas City, Mo.
Nov. 27	Topeka, Kans.
Nov. 28	Wichita, Kans.
Nov. 30	Independence, Mo.
Dec. 1	Jefferson City
	Sedalia, Mo.
Dec. 2-7	St. Louis, Mo.
Dec. 8-9	Paducah, Ky.
Dec. 10-13	Louisville, Ky.
Dec. 14-15	Indianapolis, Ind.
Dec. 16	Terre Haute, Ind.
Dec. 17-18	Dayton, Ohio
Dec. 19-23	Cincinnati, Ohio
Jan. 3-4	Greensboro, N.C.
	Sedalia, N.C.
Jan. 5-7	Winston-Salem, N.C.
Jan. 8	High Point
	Salisbury
	Concord
Jan. 9-12	Charlotte, N.C.
Jan. 13-15	Durham, N.C.
Jan. 16-20	Raleigh, N.C.
Jan. 21	Rocky Mount, N.C.
Jan. 21	Wilson, N.C.
Jan. 22	Goldsboro, N.C.
Jan. 23	New Bern, N.C.
Jan. 24, 25	Wilmington, N.C.
Jan. 26-28	Fayetteville, N.C.
Jan. 29	Whiteville
	Lumberton
	Rockingham, N.C.
Jan. 30	Dillon, S. C.
Jan. 31-Feb. 2	Columbia, S. C.
Feb. 3-4	Augusta, Ga.
Feb. 5	Orangeburg, S. C.
Feb. 6-7	Charleston, S. C.
Feb. 8-10	Savannah, Ga.
Feb. 11	Statesboro, Ga.
Feb. 12	Brunswick, Ga.
Feb. 13-20	Jacksonville, Fla.
Feb. 21	Miami
Feb. 22-23	W. Palm Beach, Fla.
Feb. 24	Miami, Fla.
Feb. 26	Jacksonville, Fla.
Feb. 28	Tallahassee, Fla.
March 1	Albany, Ga.
March 2-6	Atlanta, Ga.
March 7-8	Tuskegee, Ala.
March 9-10	Montgomery, Ala.
March 11-12	Birmingham, Ala.
March 13	Anniston, Ala.
March 15	Decatur, Ala.
March 16-17	Birmingham, Ala.
March 18-19	Jackson, Miss.
March 20	Natchez, Miss.
Marc. 21-24	Baton Rouge, La.
March 25-31	New Orleans, La.
April 2-3	Beaumont, Texas
April 4-8	Houston, Texas
April 9	Byron, Texas
April 10	Mexico
April 11-14	Dallas, Texas
April 15	Austin, Texas
April 16	Waco, Texas
April 17	Ft. Worth, Texas
April 18	Witchita Falls, Okla.
April 19	Oklahoma City, Okla.
April 20- 21	Tulsa, Okla.
April 22	Muskogee, Okla.
April 23-24	Little Rock, Ark.
April 25-28	Memphis, Tenn.
April 29-30	Knoxville, Tenn.

January 4, 1946

Dr. Mordecai W. Johnson, President
Howard University
Washington, D. C.

Dear Dr. Johnson:

I am delighted to have the good news about the appropriations to Howard University which have just been made available by Congress. These additional funds will enable Howard to take a long step forward. You deserve great credit for your effective approach to the Congress and its committees.

May you and yours enjoy a happy and prosperous New Year!

Cordially yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT

HOWARD UNIVERSITY
WASHINGTON, D. C.

OFFICE OF THE PRESIDENT

December Twenty-ninth

1 9 4 5

RECEIVED
DEC 31 1945
Southern Regional Council

Dear Dr. Johnson:

A day or two ago I received a letter from Dr. P. B. Young, the Chairman of the Board of Trustees, which contained the following paragraph about the condition of Mrs. Young and about his own health:

> "Mrs. Young is today gravely ill. There has been a slow and gradual decline in her condition since her return from New York. The doctors have not held out any hope for her recovery during the past month or two. Naturally her illness has affected my own condition physically. The strain has retarded my complete recovery from my rather serious illness last autumn. However, I am glad to say that I am holding up pretty well and have been at work daily."

If you should wish to write Dr. Young, his address is in care of The Norfolk Journal and Guide, 711-723 East Olney Road, Norfolk 1, Virginia.

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta 3, Georgia

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

OFFICE OF THE PRESIDENT

December Twenty-eighth
1 9 4 5

RECEIVED
DEC 31 1945
Southern Regional Council

Dear Dr. Johnson:

I have good news:

The Congress of the United States has just appropriated $188,000 to provide basic salary increases for the teaching and non-teaching staff of Howard University for the present school year.

The same appropriation bill has made available also the sum of $188,575 to provide for complete plans and specifications for five new buildings, including two new women's dormitories, a new building for the College of Dentistry, a new building for the School of Engineering and Architecture, and a new auditorium for the entire university, including special facilities for the fine arts.

We are going forward! We are going forward because the Congress and the people have confidence in our Board of Trustees and because there are so many workers here who love Howard University and her students and who are doing everything in their power to make our work efficient and to make our community clean and strong.

The members of my family join me in greetings to you and to your loved ones. We hope that you have had a joyous Christmas, and we wish you a very happy New Year.

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta3, Georgia

Howard Univ

April 4, 1946

Mr. James M. Nabrit, Jr., Secretary
Howard University
Washington 1, D. C.

Dear Mr. Nabrit:

I plan to attend the meeting of the Board of Trustees of Howard University on April 8 and 9. I will arrive Sunday morning and will leave on Tuesday afternoon.

Cordially yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT

HOWARD UNIVERSITY
WASHINGTON 1, D. C.

OFFICE OF
THE SECRETARY

April 2, 1946

RECEIVED
APR 4 1946
Southern Regional Council

Dr. Guy B. Johnson,
63 Auburn Avenue, N.E., Room 432,
Atlanta 3, Georgia.

Dear Dr. Johnson:

This is to advise that arrangements have been made for you to stay during the meetings of the Board of Trustees, scheduled for Sunday, Monday and Tuesday, April 7, 8, and 9, 1946, in Cook Hall, University Campus.

All meals will be served in Frazier Hall. Breakfast from 7:30 to 9:30 o'clock each morning; dinner on Monday, April 8th at 6:00 P. M., and on Tuesday, April 9th at 1:30 P.M.

Mrs. Gough has been informed and will be expecting you. Will you please advise us at your earliest convenience if the arrangements for your accommodation are satisfactory and also the approximate time of your arrival at the University.

Sincerely yours,

James M. Nabrit, Jr.
Secretary

JMN:w

HOWARD UNIVERSITY
WASHINGTON, D. C.

OFFICE OF THE PRESIDENT

April 2, 1946

RECEIVED
APR 4 1946
Southern Regional Council

Dear Dr. Johnson:

Herewith I enclose a schedule of the standing committees of the Board of Trustees on Monday, April 8, 1946. A check is placed by the committee of which you are a member. I greatly hope that you will find it possible to be with us on Monday, so that we may have the benefit of your counsel, for it is in these standing committee meetings that all major matters of policy are given the most thoughtful preliminary consideration.

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta 3, Georgia

Dr. Guy B. Johnson

Schedule of Meetings

Standing Committees-Board of Trustees

Howard University

****

Washington, D. C.
Treasure Room
Founders Library

Monday, April 8,1946

Time	Committee	Chairman
Morning:		
9:00 - 11:30	Instruction and Research	Dr. Guy Johnson
11:30 - 12:30	School of Religion	Dr. C. H. Garvin
Afternoon:		
2:30 - 4:00	Buildings and Grounds	Dr. T. J. Jones
4:00 - 5:00	Nominations	Dr. C. C. Spaulding
5:00 - 6:00	School of Law	Dean L. K. Garrison
Evening		
6:00 - 8:00	Dinner with Five Faculties	
8:15 - 9:15	Finance	Dr. C. H. Tobias
9:15 -10.00	Degrees	Atty. G.M. Crawford

The committee on the School of Medicine is meeting on Sunday afternoon, April 7, at 4 O'clock, in the President's office.

HOWARD UNIVERSITY
WASHINGTON, D. C.

OFFICE OF THE PRESIDENT

May Fifteenth

1 9 4 6

RECEIVED
MAY 18 1946
Southern Regional Council

Dear Dr. Johnson:

Your thoughtfulness in sending to me a copy of the letter which you addressed to Professor Leon A. Ransom, under date of April eighteenth, is very greatly appreciated. While Mr. Ransom allowed his resignation to stand, I am certain it was heartening to him to have your assurance of the high regard in which he is held by the Board of Trustees. I considered the circumstances in the case to be such as to justify my giving similar assurance in a public statement.

With cordial regards, I am

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta 3, Georgia

October 18, 1946

Mrs. Alma J. Scott, Chairman
The Mordecai W. Johnson Testimonial Committee
1717 T Street, N.W.
Washington 9, D. C.

Dear Mrs. Scott:

Thank you for your letter concerning the testimonial meeting in honor of Dr. Mordecai W. Johnson's twentieth anniversary as president of Howard University, which is to be held on the evening of October 22.

I regret to say that although I shall be in Washington that day I have an engagement to speak in Alexandria that evening, so that it will not be possible for me to attend the testimonial meeting. However, I shall be happy if you will extend my warmest greetings, congratulations, and best wishes to Dr. Johnson on that occasion.

Cordially yours,

GUY B. JOHNSON
Executive Director

GBJ:MP

The Mordecai W. Johnson Testimonial Committee
1717 T Street, Northwest
Washington, 9, D.C.
Oct 7, 1946

RECEIVED
OCT 10 1946
Southern Regional Council

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta, Georgia

Dear Dr. Johnson:

The citizens of Washington, District of Columbia, are planning a testimonial in honor of the twentieth anniversary of Doctor Mordecai W. Johnson's presidency at Howard University.

The testimonial is to take the form of a public meeting to be held on October 22, 1946 at 8:00 P.M., in the auditorium of the Department of Interior, 18th and F Streets Northwest.

The committee is inviting you as member of the Board of Trustees of Howard University to be present. In the event that you cannot be present, you may wish to send greetings.

Very truly yours,

Alma J. Scott

(Mrs.) Alma J. Scott, Chairman
Program Committee

March 31, 1947

President Mordecai W. Johnson
Howard University
Washington, D. C.

Dear Dr. Johnson:

Thank you for your two recent letters. It was indeed gratifying to hear that the Norfolk Journal and Guide had received the Wendell L. Wilkie Award. It is an honor which was well deserved by Dr. Young and his newspaper.

I am also happy to hear that the School of Music of Howard University has been accepted as a full member of the National Association of Schools of Music. The news concerning Howard University's appropriations is also pleasant. How good it is to have so many items of good news!

I am looking forward to seeing you next week at the meeting of the Board of Trustees. It is always a pleasure to come to Howard.

With highest regards and best wishes.

Cordially yours,

Guy B. Johnson
Executive Director

GBJ:ms

HOWARD UNIVERSITY
WASHINGTON 1. D. C.

MAR 27 1947
Executive Council

OFFICE OF THE PRESIDENT

March 25, 1947

Dear Dr. Johnson:

I am happy to inform you that under date of March 21, 1947, the Appropriations Committee of the House of Representatives made the following report to the House regarding Howard University, accompanying a Bill making appropriations for the Department of Labor, the Federal Security Agency, etc.:

> The Committee has approved the budget estimates for this institution involving a total of $4,160,480 which is an increase of $1,346,300 above the comparable 1947 total. Provision is included in the total allowance for funds to continue construction work which is essential to the development of this very worthy institution.

The Committee also approved an appropriation of $1,192,000 for Freedmen's Hospital. This represents an increase of $1,151,600 over the comparable amount for 1947 and $409,000 over the budget estimates. You will be happy to know also that the Committee expressed itself as "greatly impressed with the capacity" of Dr. Drew, Head of our Department of Surgery, who, upon our recommendation, the Federal Security Agency recently appointed Medical Director of Freedmen's Hospital. Dr. Drew's contribution to the Committee's hearing in relation to Freedmen's Hospital was admirable.

You will understand, of course, that this Bill has yet to be passed by the House of Representatives and by the Senate.

It is good to know, however, that we have come through the first stages in the budget cutting atmosphere with such good results.

Sincerely yours,

Mordecai W. Johnson

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta 3, Georgia

HOWARD UNIVERSITY
WASHINGTON 1. D. C.

RECEIVED
MAR 24 1947
Southern Regional Council

March 20, 1947

OFFICE OF THE PRESIDENT

Dear Dr. Johnson:

It gives me pleasure to enclose herewith photostatic copy of an editorial appearing in the Norfolk Virginian Pilot, under date of March 3, 1947, commenting upon the Wendell L. Wilkie Award to The Norfolk Journal and Guide, which, as you know, is the paper owned and edited by Dr. P. B. Young, Chairman of our Board of Trustees, and his sons.

It gives me pleasure also to advise you that our School of Music was accepted, without qualification, as a full institutional member of the National Association of Schools of Music at its recent meeting in St. Louis, Missouri.

The National Association of Schools of Music is the only accrediting agency in the field of music, and membership in it can be achieved only by the maintenance of high standards. Howard University is the first of the schools of music, in the segregated system serving Negro youth, to be fully accredited by this body.

Dr. Donald M. Swarthout, President of the National Association of Schools of Music, and Dean of the School of Fine Arts at the University of Kansas, who made the

second of two rigid and thorough examinations upon which the full accreditment was based had this to say in his detailed memorandum of report and recommendation:

> "The school is in a flourishing condition, a high level of instruction is being offered, and a fine seriousness of purpose is in evidence throughout the music school."

I hope to have the trustees meet Dean Warner Lawson and the members of the faculty of music when they are here on April seventh and eighth. We are eagerly expecting you to be with us.

Sincerely yours,

Mordecai W. Johnson

Dr. Guy B. Johnson
Southern Regional Council
710 Standard Building
Atlanta 3, Georgia

NORFOLK VIRGINIAN PILOT, March 3, 1947

Another Willkie Award To the Journal and Guide

The Norfolk *Journal and Guide* has again distinguished itself in the field of Negro journalism by winning one of the Wendell L. Willkie Awards. These awards were established two years ago as a memorial to the late Mr. Willkie to perpetuate his efforts toward promoting interracial understanding and good will. Last year, P. B. Young, Jr., the editor, shared one of the two prizes with a Pittsburgh journalist for his coverage of the United Nations conference at San Francisco. This year the newspaper itself is cited for a category of excellence in which an award is being made for the first time. The *Journal and Guide* wins it for rendering the highest public service of any Negro newspaper.

The distinction rests largely upon the work of two members of the staff, Albert L. Hinton, managing editor, and J. Andrew Bowler, photographer, who will share the $250 award. They collaborated to produce an illustrated series of articles on the deplorable condition of Princess Anne County's Negro school buildings. The series provoked widespread discussion and resulted in appointment of a State commission to inspect the buildings and recommend means for their improvement. This commission is expected to make its report shortly.

The Willkie Plaque which the newspaper receives represents an unusual honor. It signalizes the high standards which the *Journal and Guide* has set for its if in a difficult field of journalistic endeavor. Some Negro periodicals tend to a strict, often embittered racist point of view, adopted understandably, perhaps because they are written for a limited audience. The *Journal and Guide* has eschewed this narrow policy for one of intelligent objectivity. As a result it has become a force for interracial understanding. The *Journal and Guide*, a good newspaper by any standard, is an excellent choice for a Willkie Award and appropriate recipient of the first such award for a Negro newspaper's public service.

BEST COPY AVAILABLE

Make folder
Howland, Wm.

February 9, 1966

Mr. William Howland
Office of the Mayor
City Hall
Atlanta, Georgia

Dear Bill:

Thought you and the Mayor might enjoy this. I particularly enjoyed the phrase "without nothing more than the Federal Public Accommodations Law."

Sincerely,

Paul Anthony
Executive Director

PA/mmj
Enclosures--2.

Ltr. of from Henry Cabirac, Jr., Human Relations Commission of Phoenix, Arizona re: getting professional baseball team begin in Phoenix, and how it was done in Atlanta.

Hes

September 14, 1953

Judge W. C. Hueston
I.B.P.O.E.
1915 -14th St.
Washington, D. C.

My dear Judge Hueston:

We were all delighted with this little account by Sinclair Jacobs of the Elk's convention here. Mr. Jacobs was irked by a CONSTITUTION editorial that tried to be helpful but wasn't quite all the way so.

With warm regards,

Sincerely,

George S. Mitchell
Executive Director

GSM:ec
Encl.

September 28, 1953

Mr. John J. Hurt
The Christian Index
291 Peachtree Street, Northwest
Atlanta 3, Georgia

Dear Mr. Hurt:

Here's the pamphlet I phoned about.

I do hope that The Christian Index will help us get it widely known.

Sincerely,

George S. Mitchell,
Executive Director

GSM/allo
enclosure

BEN T. HUIET, COMMISSIONER

Georgia Department of Labor

Employment Security Agency
State Office Building
Atlanta 3, Georgia

RECEIVED
NOV 3
Southern Regional Council

DIVISION OF
UNEMPLOYMENT COMPENSATION

DIVISION OF
EMPLOYMENT SERVICE
AFFILIATED WITH
UNITED STATES EMPLOYMENT SERVICE

October 30, 1953

Dr. George S. Mitchell, Director
Southern Regional Council
63 Auburn Avenue
Atlanta, Georgia

Dear Dr. Mitchell:

On behalf of the Georgia Department of Labor I wish to express appreciation for your attendance and your effective contribution to the success of the recent Labor Statistics Conference in Atlanta. I feel that the conference was informative and constructive.

With best wishes and looking forward to being associated with you on other occasions, I am

Sincerely yours,

Ben T. Huiet

Ben T. Huiet
Commissioner of Labor

December eight, 1953

Mr Francis S Hutchins
P r e s i d e n t
Berea College
Berea, Kentucky

Dear Mr Hutchins:

Many thanks for your kind invitation to speak in the Assembly on the afternoon of December seventeen. I gladly accept.

Mrs Mitchell and I will be driving up and arriving at Boone Tavern for the evening of the sixteenth and will plan to be in Berea all day the seventeenth and that evening.

It is always a delight to one's spirit to be at your College.

Sincerely yours

George S Mitchell
Executive Director

gsm-t

BEREA COLLEGE
BEREA, KENTUCKY

OFFICE OF THE PRESIDENT
FRANCIS S. HUTCHINS

December 3, 1953.

RECEIVED
DEC 4
Southern Regional Council

Mr. George Mitchell, Executive Director
Southern Regional Council,
63 Auburn Avenue, N.E.,
Atlanta 3 Georgia.

Dear Mr. Mitchell:

I have been very much pleased to hear from the Presidents of the Y.M.C.A. and the Y.W.C.A. that you are to be in Berea, December 17th.

I should like very much to have you speak in our United Assembly on the afternoon of December 17th, at two thirty, Central Time. I do hope you will find it possible to do this.

With very best wishes,

Yours sincerely,

Francis S. Hutchins

December
fifteen
1 9 5 3

Mr Francis S Hutchins
P r e s i d e n t
Berea College
Berea, Kentucky

Dear Mr Hutchins:

President Dent at Dillard University most kindly sent us a copy of the Edwin R Embree Memorial Lectures delivered at Dillard in 1952-1953.

Dr Will Alexander in the first of the lectures largely explained Embree in terms of his grandfather, President Fee.

I think it probable that Mr Dent will already have sent you a copy but I have written him as a precaution and asked that you be sure to get a copy.

Sincerely yours

George S Mitchell
Executive Director

gsm-t

BEREA COLLEGE
BEREA, KENTUCKY

OFFICE OF THE PRESIDENT
FRANCIS S. HUTCHINS

December 21, 1953.

RECEIVED
DEC 28
Southern Regional Council

Dr. George S. Mitchell,
Southern Regional Council, Inc.,
63 Auburn Avenue, N.E.,
Atlanta 3 Georgia.

Dear Dr. Mitchell:

I wish to thank you for coming to Berea. It was a great delight to have you here. I am so pleased that Mrs. Mitchell could come too.

Thank you for writing President Dent, asking that I receive a copy of the Edwin R. Embree Lectures. I will read them with very great interest.

I enclose a check to aid in the defraying of your expenses in coming to Berea. It pleased me very much to renew the contact with you.

I hope that you and your family will have a very wonderful Christmas and that the New Year will be splendid.

Yours sincerely,

F S Hutchins

ack sent 12/30/53

K. my expenses were 25.00, so I have extracted from the (cashed) check. 35.00 overplus, honorarium, herewith.

GSM.

PLEASE DETACH CHECK BEFORE DEPOSITING IN BANK

THE ABOVE CHECK IS IN FULL SETTLEMENT OF ITEMS AS STATED BELOW.
IF NOT CORRECT, PLEASE RETURN TO US AT ONCE.

VOUCHER NO. 7191

REMITTANCE ADVICE	DESCRIPTION	DATE OF ITEM	AMOUNT	DISCOUNT
FROM BEREA COLLEGE BEREA, KENTUCKY		12-22-53	60.00	
PAID THROUGH BEREA BANK AND TRUST CO. BEREA, KENTUCKY		35.00 Honor		
NO RECEIPT NECESSARY OR DESIRED				
KEEP THIS FOR YOUR RECORD		KS.		

December 23, '53

Dear Mr. Hutchins,

How kind and generous that was of you and of Berea to send the check for 60.00. It's considerably in excess of my modest expenses (especially after the College puts me up at the Boone Tavern) but the excess goes into the insatiably empty SRC treasury, which thanks you, also.

Alice and I had a delightful time. She joins me, happily, in being a convinced Berean. And we were both especially appreciative of your and Mrs. Hutchins kindness to us at luncheon.

Sincerely,

George S. Mitchell

BEREA COLLEGE
BEREA, KENTUCKY

December 16, 1953.

OFFICE OF THE PRESIDENT
FRANCIS S. HUTCHINS

Dr. and Mrs. George Mitchell,
Boone Tavern.

Dear Dr. and Mrs. Mitchell:

I am very glad that you are in Berea. Mrs. Hutchins asked me to invite you to have luncheon with us Thursday at twelve noon at our home.

If this is convenient I would be glad to have you call my office so that I may know.

Yours sincerely,

F S Hutchins

All I know is that the Hungry Club does a good job. It gets people together. Essentially it is Town and Gown, and each benefits from the friendship which the Hungry Club assists. The facts are helpful, but it is the fellowship that is the best. And I hear that broadcasting the proceedings does good, and a lot of miscellaneous people listen in.

Sincerely,

George S. Mitchell
Executive Director
Southern Regional Council

A. L. JESSIE
125 CHAPPELL ROAD, SOUTHWEST
ATLANTA, GEORGIA

April 15, 1955

APR 21 1955

Dr. George Mitchell
63 Auburn Avenue, NE
Atlanta, Georgia

Dear Hungry Clubber:

There is enclosed a questionnaire designed to secure certain information about adult education agences in Atlanta. If you will be kind enough to complete and return this questionnaire within the next few days, you will render a great service to me and be of invaluable assistance in helping me to complete an educational research project in Adult Education. A stamped, addressed envelopeis included for your convenience.

This project is being carried on in the School of Education, Atlanta University, Atlanta, Georgia. It is hoped that the results of this project will be of value to all persons interested in this phase of education.

Please accept my sincere thanks for your cooperation.

Yours very truly,

A. L. Jessie

A. L. Jessie

Encl: 2

Sent April 21

Mrs. J. D. Humphrey
Route 3, Box 32
Grenada, Mississippi

Mrs. M.E. Tilly
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mrs Tilly:

Received your letter of March 22 and thanks so much.

The material that you stated you were sending under seperate cover has not arrived. I am hoping to receive it yet but thought

I'd let you know it has not arrived.

Respectfully yours,
Mrs. John W. Humphrey

November 7, 1956

Mr. W. Hardin Hughes
1631-C University Avenue
Berkeley 3, California

Dear Mr. Hughes:

We have got about a hundred copies of the pamphlet left. I am shipping you fifty and billing you, not for the pamphlets which come with our best wishes, but for the postage. Would be grateful for your kindness in paying ($1.05) for the postage.

As to bringing the pamphlet up to date, I opine without the minutest examination that a pamphlet called Progress of the Negro in the United States: Love of This Land, issued by the Christian Education Press, Philadelphia 2, Pennsylvania, in 1956, pretty well does the job. The pamphleteers stuck no price on their product, so I don't know what it costs. If you disagree, tell us so.

You could come in and out of these parts and be unscathed. Try it. You will find a warm welcome here.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab
50 copies The Negro in our Economy
mailed 11/6/56

Commercial and Home Photography
W. HARDIN HUGHES, PHOTOGRAPHER
1631-C UNIVERSITY AVENUE
BERKELEY 3, CALIFORNIA
RES. PHONE: THORNWALL 8-0393

RECEIVED NOV 1 1956

October 30, '54

Dr. George S. Mitchell
Southern Regional Council
Atlanta, Georgia

mailed 11/6/56
1.05 postage

Dear "Brother" Mitchell:

I am wondering whether you have any more copies of THE NEGRO IN OUR ECONOMY written by one W.Hardin Hughes. If you have I shall be glad to have at least 25 copies for use in a Humanistic group which is just beginning its meetings on Sunday evenings. If you have more than 25 for such purpose, I shall be glad to get them.

copies available
eob.

Incidentally, it seems to me that THE NEGRO IN OUR ECONOMY should be rewritten and brought up to date. Why not give the original author an assignment to do this job. I am only six short blocks from the University of California campus and can easily find most of the materials needed for the revision.

I miss running into your office from time to time. Do you think I could safely run about in your "neck of the woods" without getting hurt? I have just read in the Oakland Tribune about the study Harold has done on integration.

If you can rush those booklets to me I shall be glad.

Cordially yours,

W. Hardin Hughes

W.Hardin Hughes

RECEIVED DEC 5 1956

Republican national committee
1625 I Street, Northwest, Washington 6, D. C.
NATIONAL 8-6800
10

LEONARD W. HALL
CHAIRMAN

VAL J. WASHINGTON
DIRECTOR OF MINORITIES

November 30, 1956

Mr. William Henry Huff
6532 Cottage Grove Avenue
Chicago 37, Illinois

Dear Mr. Huff:

Thank you for sending me a copy of your letter of November 17 to Mr. Harold Fleming of Atlanta, Georgia.

If such a conference should be called, Mr. Fleming's name would probably receive consideration.

Best of everything to you.

Sincerely,

Val J. Washington

WILLIAM HENRY HUFF
ATTORNEY AT LAW
6532 Cottage Grove Ave.
Chicago 37, Illinois

RECEIVED DEC 4 1956

Mr. Harold
63 Auburn
Atlanta 3, Ge

November 28, 1956

Mr. William Henry Huff
6532 Cottage Grove Avenue
Chicago 37, Illinois

Dear Mr. Huff:

You were very kind to remember our conversation in Atlanta last summer and to write as you did to me and to Mr. Washington.

I would like to clarify, however, what I meant to convey in our discussion. While I deeply appreciate the complimentary things you said about me, I don't think that I would be a proper appointee to any committee on race relations that might be appointed by the President; persons of much more status and influence would be called for. Rather, I wanted to suggest that it would be most helpful if the President should be aware of the work of the Southern Regional Council and its availability as a Southern resource in the national task of implementing the Supreme Court decision. The good offices in this respect of Mr. Washington with his close familiarity with race relations efforts, would of course be invaluable.

Incidentally, Mr. Washington was extremely helpful to our staff a few months ago when we were surveying specific examples of desegregation since May 1954. The findings of this survey have since been published by the Fund for the Republic. I am sending you a copy of this booklet separately.

With warm regards as always.

Sincerely,

Harold C. Fleming
Assistant Director

HCF:mbo
CC: Hon. Val Washington

RECEIVED DEC 4 1956

Commercial and Home Photography
W. HARDIN HUGHES, PHOTOGRAPHER
1631-C UNIVERSITY AVENUE
BERKELEY 3, CALIFORNIA
RES. PHONE: THORNWALL 8-0393

Dec. 2, '56

Dear Dr. Mitchell:

Forgive me! My check stubs do not indicate that I really sent you a check for $1.05. This time I hope I have made no mistake.

Cordially,
W. Hardin Hughes

CR $1.05
for postage
rha 12/5/56

in payment for postage
materials sent him
rob

ALFRED A. WEINSTEIN RALPH MCGILL RUFUS E. CLEMENT

JOHN H. LEWIS ALBERT E. MANLEY GEORGE MITCHELL HERBERT BELL SHAW

Announcing...

THE ELEVENTH ANNUAL FORUM SERIES

Of

THE HUNGRY CLUB

1955-56

SERVING WITH YOUTH THROUGHOUT THE WORLD
Y.M.C.A.

THEME:
"IMPROVING OUR COMMUNITY THROUGH BETTER HUMAN RELATIONS"

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THE HUNGRY CLUB • • •

• WHAT IT IS . . . an informal luncheon forum that meets each Wednesday. *It is open to everyone.* Distinguished and informed speakers lead the discussions but everybody participates. People from all walks of life exchange opinions in orderly fashion; questions, answers, comments. It is non-partisan, non-political and democratic.

• WHAT IT HAS DONE . . . this is the Hungry Club's eleventh year. During the past decade it has held thoughtful and stimulating discussions of international, national, state and local problems. It has debated such issues as: world peace, regional education, FEPC, segregation in public schools, crime and delinquency, registration and voting, city planning, Negro history, planned parenthood, recessions and prosperity and the future of the Negro college.

• HAS PRESENTED . . . such speakers as Miss Lillian Smith, author, Dr. Maurice Davie of Yale University, Dr. Rita Hinden of England, Judge William H. Hastie, U. Ba Than of Mandalay, Burma, Dr. Kenneth Clark of City College, New York, Dr. John Potts, Voorhees College, Dr. Ralph Bunche of the United Nations, Dr. Ira De A. Reid, sociologist, A. Philip Randolph, labor leader, Dr. Howard K. Beale, historian, Kamal Shehaib of Egypt, Dr. S. Shridevi of India, Ernest Ukpaby of Nigeria, Judge Luther Alverson, Criminal Court of Fulton County, Thurgood Marshall of the NAACP, Langston Hughes, author —and many others.

THE HUNGRY CLUB • • •

is planning a significant series of forums for the 1955-56 season that will take up important questions of living in the modern world today . . . the human relations of peoples in different lands as well as problems of our own nation, state and community.

is not a closed organization—all members of the public who are interested in the week to week topics or issues which are discussed by the Club are cordially invited to attend each session. Reservations may be made by calling the Public Relations Office of the Butler Street YMCA, LA. 0246.

THIS YEAR'S PROGRAM • • • will begin with:

Mayor William B. Hartsfield
September 28
Dr. Rufus E. Clement, President, Atlanta University
October 5
De Jongh Franklin, President, Atlanta Jaycees
October 12
Dr. Alfred A. Weinstein
October 19
Dr. Paul Lawrence, National Scholarship Service
November 2

SUBSEQUENT SESSIONS WILL FEATURE • • •

✓ Dr. George Mitchell, Southern Regional Council
Dr. Harry V. Richardson, Gammon Theological Seminary
Dr. Albert E. Manley, Spelman College
*Dr. Louis Schneider, Professor of Sociology, Purdue University
Prof. C. A. Bacote, Atlanta University
Dr. John H. Lewis, Morris Bown College
Dr. Burr C. Brundage, Department of History, Cedar Crest College
Judge Luther Alverson, Ralph McGill and Dr. Benjamin E. Mays

---

*Courtesy of Atlanta University Lecture Series

THE HUNGRY CLUB • • •

Meets each Wednesday, from September through May, at the Butler Street Y. M. C. A., 22 Butler Street, N. E., Atlanta 3, Georgia.

Luncheon is served at 12:15 P. M. Everybody is welcome. Telephone LAmar 0246 for your reservations.

Forum discussions are broadcast over Radio Station WERD—860 on your dial—at 12:45 P. M. each Wednesday.

General discussion, including questions and comments from the audience, follows the presentation of each guest speaker.

—0—

The Hungry Club is a Public Service Presentation
Sponsored by
The Butler Street Young Men's Christian Association
Warren R. Cochrane, Executive Secretary
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Cooperating Institutions

Atlanta University Center
Including
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Radio Station WERD

Atlanta Daily World

—0—

Hungry Club Committee

R. O. Johnson, Chairman

William A. Fowlkes
William Gordon
J. R. Henderson
Mozell C. Hill
H. S. Murphy
L. D. Reddick
Mrs. Lucille Scott
E. K. Weaver

Human Relations Club

May 6, 1957
(Dictated May 2, 1957)

Mr. Thomas McPherson, Jr.
President, Human Relations Club
Morris Brown College
Atlanta, Georgia

Dear Mr. McPherson:

Thanks for your note of April 30th postponing the engagement of May 14 to some date in the Fall. I will be glad to cooperate in every way possible.

Sincerely,

Frederick B. Routh
Assistant Director

FBR:mm

December 23, 1957

Mr. Harold K. Hughes
650 Lakeside Drive
Rock Hill, South Carolina

Dear Mr. Hughes:

Thank you very much for the clippings from the Wall Street Journal. We do appreciate your interest very much.

We necessarily have to depend on good friends such as you for a great many of our clippings and we are always pleased when someone sends us something of interest.

Again thanks.

Sincerely,

John Constable
Director of Information

JC:lec

Harold K. Hughes

650 Lakeside Drive, Rock Hill, S. C.

18 Dec 57

Dear Sirs,

In case you do not see the Wall St Journal, I am enclosing an article clipped from yesterday's issue.

You may find parts worth quoting for a forthcoming issue of "New South".

Keep up your good work! It is sorely needed.

Sincerely,

H K Hughes

Human Relations News from the MAYOR'S COMMISSION ON GROUP RELATIONS

NEWARK, NEW JERSEY — LEO P. CARLIN, MAYOR

An official agency created by the Newark Fair Practice Ordinance to carry out the State policy against discrimination based on race, color, creed or national origin.

Room 214, City Hall, Newark, Mitchell 3-6300, Ext. 281

Vol. 3 No. 4 — A bi-monthly summary of facts and trends in human relations and civil rights — October 1959

RR

BULK RATE
U. S. POSTAGE
PAID
PERMIT No. 4026
NEWARK, N. J.

SOUTHERN REG. COUNCIL
63 AUBURN AVE. N. E.
ROOM 432
ATLANTA 3, GA.

LOCAL ORGANIZATIONS PREPARE FOR UNITED NATIONS DAY

Governor Meyner and Mayor Carlin to Participate In United Nations Events

NEWARK CELEBRATION

Mayor Leo P. Carlin, honorary chairman of the Newark United Nations Committee, appointed Dr. Henry H. Kessler, Newark physician and Medical Director of the Kessler Institute, chairman for the event. Dr. Kessler is internationally known as an authority on rehabilitation, and for his work with the World Health Organization of the United Nations.

The Newark Chapter of the AAUN, Mrs. Benjamin Arons, president and the Mayor's Commission on Group Relations are the coordinators of this celebration.

The representatives of one hundred civic, religious, fraternal and social organizations, public and private agencies throughout the City of Newark have been meeting over the past two months to plan for the annual City-wide United Nations Day celebration. This year marks the 14th anniversary of the founding of the United Nations and the 7th consecutive year that Newarkers have cooperated in sponsoring a City-wide observance.

This year's celebration will feature a United Nations Day dinner and United Nations Concert by The Newark Symphony Orchestra at the Essex House on Thursday, October 22 and a United Nations Education Forum at Clinton Place Jr. High School, on Sunday, October 25.

The dinner at the Essex House at 6 p.m., will feature the theme "What Youth Can Do For The United Nations". Speakers will be Dr. Henry H. Kessler; Miss Judy Isacoff, President of the Newark Youth Council and Alain de Fontenay, an exchange student from France. The cost of the dinner is $4.50 per person. Tickets and further information may be obtained from Mrs. Benjamin Arons, 47 Stengel Avenue, Newark, N. J., WA 6-2844.

The evening event in the Elizabethan Room of the Essex House begins at 8:30 p.m. The program for this event includes . . .

Dr. Henry H. Kessler
Chairman, Newark UN Week

Presentation of the United Nations flags by the Newark Eagle Scouts.

A Welcome by Mayor Leo P. Carlin.

(Continued on Page 4, Column 1)

NEW JERSEY OBSERVANCE

This year for the first time in any State, Governor Meyner will officially open U.N. Week with a State-wide function at the Trenton War Memorial Building on October 18, 1959 at 8 p.m. By so doing, the Governor is setting a precedent that all other States could well follow. Mrs. Benjamin Mahler was appointed chairman of the N. J. Committee for U.N. Day and Week by Governor Meyner. She has contacted 351 communities in New Jersey with a population of over 3,500, asking them to cooperate in the observance of UN DAY. Mrs. Philip Josephson, Newark chairman for the past four years, is program chairman for this event.

The program will present The Greater Trenton Symphony Orchestra of 80 musicians conducted by Dr. Nicholas Harsanyi. The Westminster College Choir of Princeton, New Jersey, will also participate. They will play the music of Copland, Purcell and Shostakovich. For the finale, the orchestra and choir will perform the last Movement of Beethoven's Ninth Symphony, "Ode To Joy", in its original German.

Four well-known singers, one of them Calvin Marsh of the Metropolitan Opera House will sing the solo parts. The main speaker will be the Hon. Sir Pierson Dixon, permanent representative to the United Nations from the United Kingdom. A highlight of this outstanding program will be the reading of the Preamble to the Charter of the United Nations by Ossie Davis, star of the Broadway pro-

(Continued on Page 3, Column 3)

May 13, 1960

Dr. W. Hardin Hughes
1631-C University Avenue
Berkeley 3, California

Dear Dr. Hughes:

It was a great pleasure to hear from you again, and I am sorry that much absence from the office has delayed this reply.

I am delighted that you are as busy and productive as ever -- and still feeling the pull of the South. I have thought a good deal about the possibilities for such a research project as you describe, for it would be an interesting and valuable one. Unfortunately, it is beyond the means of SRC. But it does occur to me that your longstanding relationship with Dr. F. D. Patterson might lead to something. As you know, Dr. Patterson is director of the Phelps-Stokes Fund. The Fund has recently resolved to do more research and publication of its own in the field of race relations.

In any case, it might be worthwhile to put your proposal to him.

If you see any prospect of returning to these old stamping grounds, do let me know. Meanwhile, regards and good wishes.

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

Commercial and Home Photography
W. HARDIN HUGHES, PHOTOGRAPHER
1631-C UNIVERSITY AVENUE
BERKELEY 3, CALIFORNIA
RES. PHONE: THORNWALL 8-0393

April 21,1960

Dear Harold:

Thanks a million for the liberal amount of source material just received by air mail. You will find enclosed my check of $3.60 to apply on postage and a year's subscription to the NEW SOUTH. I should have continued my subscription through the years for I have never lost interest in the changes that are taking place down there. I have spent my time all day reading these invaluable materials and I shall reread much of them. They are so interesting and to the point that I shall recast practically everything I had planned for my talk in the Church Forum scheduled for May 11. Day before yesterday, I read all of Ralph McGill's Pulitzer Prize Winning book - VIEWS ON PROBLEMS IN THE SOUTH TODAY * and enjoyed every sentence of it. I am happy to learn of the wholesome attitude that so many of the big news papres of the South are taking.

CR
RHA
N.S. &
materials
4/20/60

Having been a director of educational research and guidance in a progressive city school system (Pasadena)for a dozen years, I am especially interested in the materials you sent me having to do with desegregation and academic achievement. Nothing would please me better than to do some first hand research having to do with changes in personality and social attitudes in desegregated school situations. This sort of research if done in a system known for its quality of achievement in general before desegration took place could be an eye-opener to all concerned. The sociological aspects of the study, as I think, are even more important than the academic -- but both are extremely important. There would be an abundance of opportunity for picturization in such a study. I visualize a practical booklet of this nature which woul be invaluable.

I am writing all this because I feel that I have some qualifications for such a research undertaking having to do with the south. You, I think, know what some of them are. Although I am in my seventies, my health, strength, and enthusiams are as strong as ever before. (My typing as you see is not quite up to standard. I have been using my camera much more than my typewriter.)

Remembering the good conversations we used to have together and thanking for the helps you have given me, I am

Sincerely,

W.H.H.

W.Hardin Hughes

MA - get some stuff from him

HF - do you know him well enough to send this circular? If not please back to Washburn

Commercial and Home Photography
W. HARDIN HUGHES, PHOTOGRAPHER
1631-C UNIVERSITY AVENUE
BERKELEY 3, CALIFORNIA
RES. PHONE: THORNWALL 8-0393

Apr. 15, '60

Dear Friend Mitchell:

Since I am to lead in a forum program of the Unitarian Fellowship of Berkeley about three weeks from now I shall be glad to have the latest pamphlet you have on desegregation in the South. The last one I have from your office is, "The Schools and the Courts" - published in 1953. Just a pamphlet or two for my own personal use will be sufficient for this occasion.

Wish I could drop in from time to time to talk with you. You see from my letter head what some of my activities are. I'm well & just recovering from the shingles. Please send the pamphlet by air mail. I am getting behind in my preparation

for discussing the South
My topic - mentioned above -
is "My Ten Years on Dixie."
Best wishes,
(-W. Franklin Humphrey

Air Mail - 4-18-60 - Mge

Student Protest
The Negro & the Ballot
The South & the Nation

New South - Bus Desegregation Feb. 59
" 60
- Religion's Role W.C. Jan. 60
Citizens Resp. MAW Dec 1957

L-16 & 17
other - not air mail
Background on School Decay.
Three Views
Myths
With Justice for All
SRC Statement
Agony of the San. Minister
Dabbs interview
Washington Schools - L. Report
Private Schools - L. "

Note date of visit of Hunter

July 28, 1960

Mr. Joel D. Hunter
South Woodbury
Vermont

Dear Mr. Hunter:

As matters now stand, I expect to be in Atlanta from September 1st through the 9th and would be very happy to see you. Please drop me a note when the date of your Atlanta stop-over is definite.

Sincerely,

Harold C. Fleming
Executive Director

HCF/sm

Rec'd 7/20/60

JOEL D. HUNTER
308 BAY HAVEN COURT
CLEARWATER
FLORIDA

July 17, 1960.

Dear Mr Fleming;-

I wonder if I could make an appointment to see you on my way back to Clearwater. I am a retired Social Worker and have lived in Clearwater since my reti rement in 1947.

There are quite a number of things that are happenning in the Clearwater area in the race relations field. I guess that there are more things that are not happenning. We have many fine people, but the best of them is Rexford A Stead, the Coordinator of the Community Service Foundation. You undoubtedly know him.

Since I have been north I have had informal talks with the Ford Foundation and with Mrs Merkus, of the New World Foundation. No request was made from either group for a grant. Maybe such request will be made some time later.

The main topics that I want to discuss with you are the formation and functioning of a local committee and the developement of leadership in the negro group. Gov Collins made a wonderful talk on human relations and appointed an excellent Florida Commission. I have been in touch with them before coming north. You probably are in close contact with that Commission.

Mrs Hunter and I are not sure how long we will stay north, but it will be until the end of August anyway. Will you be in Atlanta the first two weeks of September, so that I could have an hour or two of your time. My present address is South Woodbury, Vermont.

Hoping to see you.

Joel D. Hunter

August 19, 1960

Dr. W. Hardin Hughes
1631-C University Avenue
Berkeley 3, California

Dear Dr. Hughes:

I was deeply sorry to hear about your illness. It must be hard indeed to accept the limitations this puts on your activities, for you're the youngest "old man" I've ever known.

I do hope your recovery has continued to proceed apace and that you're able to pursue your many intellectual interests as zealously as ever.

Any time our kind of information may be of interest or use to you, I will be delighted to have you call on us. Meanwhile, let us by all means stay in touch.

With very best regards,

Sincerely,

Harold C. Fleming
Executive Director

HCF/sm

Commercial and Home Photography
W. HARDIN HUGHES, PHOTOGRAPHER
1631-C UNIVERSITY AVENUE
BERKELEY 3, CALIFORNIA
RES. PHONE: THORNWALL 8-0393

July 19, '60

Dear Harold:

Thanks for your letter of May 13 — For six weeks I have been in hospital. Returned home a week ago. My ailment? — a "stroke" — So many of my ambitious plannings are put aside. The one I mentioned in an earlier letter will never be possible for me. It took me six or seven years as Director of Research and Guidance in Pasadena City Schools to do doctoral dissertation on a similar plan but, of course, at my age and physical status I could not do such a piece of work again. I shall probably have to give up my photographic hobby in the science field. I shall not be able to take the necessary trips for such pleasure with my progress. I am doing a case to attain an over little

apartment. Yesterday, I got out in the back yard absorbing the sunshine. But I soon tired and came in to rest.

Enough for the old man who was ambitious to be a young old man.

Shall be glad to hear from you at least occasionally.

Good luck to you and your family,

Hardwick Stughes

The Towers, South Darenth
Kent, England
Christmas, 1961.

Dear Friends,

This year we send our Christmas greetings to you from "merry ole England". How interesting and exciting it is to be here in the land of Dickens and "T'Was the Night Before Christmas" to celebrate this blessed season.

The past year has been a busy one for us and could most appropriately be described by the expression, "Go, go, go!", I think. In January we settled up our affairs in Birmingham where we had lived for four years and set out for Boston, Mass. The snow and ice of that northern city tried to out-do themselves in our honor, it seemed, but we survived even an 18-inch snow blizzard! Bob took a full course load at Boston University in the School of Theology and the African Studies Program, and I was able to audit two courses in the School of Theology. Being back in school again after so many years away from books and studying was, at times difficult, but always rewarding and stimulating.

In late June, we, along with about 450 others, attended the Conference of New and Furloughed Missionaries which our Methodist Board of Missions holds each year at DePauw University in Greencastle, Indiana. After that the children and I spent two weeks in North Carolina with my parents while Bob attended B.U.'s Human Relations Workshop at North Andover, Mass. Afterwards we all returned to Boston to begin the long process of packing for our move to Southern Rhodesia.

In late August we left Boston for what we had intended to be a leisurely, restful visit with our parents and friends in North Carolina and Alabama. But as we came through New York City and stopped in a restaurant for dinner, our locked car was broken into and all of our suitcases were taken. We were stranded there with nothing except what we had on, although luckily, Beth's diaper bag was not taken, so she still had the necessities! Included among the suitcases taken was Bob's briefcase which contained our passports, health records, and various documents necessary for filing visa applications, so our planned "vacation" turned into a hurried, harried time of replacing all of those papers and trying to get together enough clothing for the five of us. (Also among the things we lost was our address book, so if your address as I have used it here is not complete, please let us know what it is.)

Fortunately we did manage to replace everything by our sailing date of September 14th, and boarded the Stavangerfjord in New York City on schedule. Nevertheless, I'm sure we were the best-dressed missionaries ever to set forth, for everything we had, including our luggage, was brand new!

We sailed into Copenhagen and then drove in our own car through Denmark, northern Germany and Holland, coming on to England by ferry from Holland. We are living here just south of London in a big English country house with two other Rhodesian missionary families. This is an orientation period for us during which time we are becoming acquainted with British institutions and customs. Bob's study is informal; he has been attending various lectures, visiting offices, browsing in libraries, etc. My orientation seems to be limited to methods of stretching the shilling after learning how to recognise one and the various ways of drying clothes in a country where the sun seldom shines.

The Towers, South Darenth
Kent, England.
Christmas 1961.

Forrest, who is almost seven now, is attending the local village school here and enjoying it very much. Cindy is four and runs in the pack with the other five pre-schoolgoers we have here at The Towers, while Beth, at sixteen months, walks a lot and talks a little and keeps us busy snatching her from one bit of mischief to another. All three of them are good little travellers and are looking forward to seeing the Africa that they have heard of for so long.

We expect to leave Southampton on January 5th for Port Elizabeth, and we will drive from there through South Africa up to Southern Rhodesia. Our first four or six months will be spent in language school at Nyakatsapa, after which we have no idea yet of what we will be doing or where we will be.

Our hearts are filled with gratitude this Christmastime for all of our friends who are so far away and yet so close to us in spirit. We wish you a joyful holiday season and pray God's blessings on you during the coming year.

Merry Christmas to all,

Bob, Dottie, Forrest, Cindy & Beth Hughes.

After January 5th, 1962:

Shona Language School,
P.O. Watsomba,
Via Umtali,
Southern Rhodesia.

June 3, 1963

Reverend Robert Hughes:
Box 8293, Causeway
Salisbury, Southern Rhodesia

Dear Bob:

I read with more pleasure than you may guess -- judging from my slow reply -- your Christmas letter, and circulated it among the staff. Keep on writing; we like to hear from you, and Southern Rhodesia. (Paul, I understand, has a letter from you, but he hasn't yet cut it loose.)

I am sure you have been reading the news of Alabama -- Birmingham, Tuscaloosa, Huntsville, Mobile, et. al. It seems very clear now that the Birmingham demonstrations have aroused the country as nothing else before. The activist -- "now, not later? -- spirit has widely, among Negroes in the South and also in places of the North, such as Philadelphia and northern New Jersey. There is a new and more explicit awareness by southern business and civic leaders that segregated services have to go. Washington is alive. Even the church is more tormented. Right now I would guess that the Birmingham demonstrations will have a more certain effect on the larger scene than they may have in Birmingham itself. I suppose that by the

time you receive this, June 10 will be history, and you as well as we will know how far Governor Wallace will carry resistance to federal authority at the University.

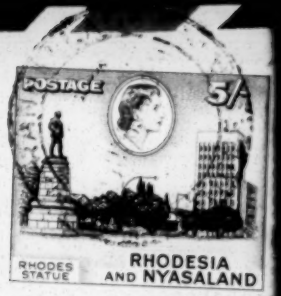
People still ask about you. You are missed and remembered. Best to your family, and to you.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

بالبريد الجوى
AIR MAIL
PAR AVION



Mr. Les Dunbar
Southern Regional Council
Fire Forsythe St.
Atlanta 3, Ga.
U.S.A.

R. Hughes
Rm. 29 Wonder Shopping Centre
Kingsway
Salisbury, S. Rhodesia

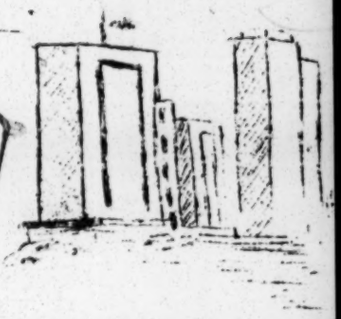
6a Galway Rd
Avondale
Salisbury, S. Rh.

from ltr to PA
May 27, 1963

Staff
return to LD

PA ✓
MM ✓
MJ ✓

RECEIVED
FEB 13 1963



A JOYOUS CHRISTMAS

Mutambara Mission, P.O. Mutambara
Southern Rhodesia
Christmas, 1962

Dear Friends,

With the temperature in the upper 90's and lovely flowering trees blossoming everywhere, it seems impossible that it is time to send Christmas greetings. This year we are finally in Southern Rhodesia, that country which we have been in the process of reaching for so long, and although the climate is different, this blessed season is the same.

We arrived here last February 1st, after three months in England, and went straight to Shona Language School where we spent seven months trying to learn to speak Shona. While not an entirely successful venture, neither was it a total failure, and we were able to master at least some of the "necessary phrases".

In September we came here to Mutambara Mission, in the southwestern corner of the country, where Bob has served as pastor of our station church while the regular minister, Rev. Chitombo, has been away on a preaching tour of the State . His duties have been much the same as those of any pastor anywhere, and he has been busy preparing sermons, attending committee meetings and conferences, visiting, etc. While home and children occupy most of my time, I have participated in the activities of the local club for staff women, the Rukwadzano (W.S.C.S.), and have helped a little with Girl Guides in the school.

Our children are thriving in their new home. Forrest, our oldest daughter who is now 7½, really does want her two front teeth for Christmas this year, and Cindy is looking forward to beginning school in January. She is five now, and here children begin school the year they turn six. Beth, our 2½-year-old, is a little fireball who is seldom still a minute and talks constantly.

As we approach the season when we remember the coming of the Prince of Peace, we are very mindful of the need for peace in Southern Rhodesia - peace based more upon justice than suppression, on goodwill than on guns. In mid-December we move to Salisbury, the capitol, where we will begin a new kind of appointment - social evangelism. Pray for this country with all of its great needs, for all of its different peoples, and for us that we might allow God to use us fully in this new opportunity.

We wish for you and for your families a very happy Christmas and a blessed New Year.

Merry Christmas!

Bob and Dottie Hughes

After December 15: Box 8295, Causeway
Salisbury, Southern Rhodesia

Dear Les et al,

I sure miss all you folks but believe me there's enough similarity between this place and home there are times that I wonder if I ever really left! Best wishes to each of you — Writing this has been interrupted by a messenger bringing a note that reminds me all the more of the dear old South — a note from the mission station chairman, an older & very conservative man & his wife. It closes with "That is what we face day after day but you don't know anything about it." Where have I heard that line before?! Keep up the good work & let us hear from you before long. Special regards to Mrs. Illey.

Cordially,

Bob

card only

RHODESIA & NYASALAND
2d POSTAGE

MTJAMPARA
RHODESIA

Mr. Lee Dunbar & Associates
Southern Regional Council
4 Forsythe Street
Atlanta 3, Georgia

USA

Hughes
P.O. Mutambara

PA

6a Galway Rd., Avondale, Sby, S. Rl.
apr. 25, 1964

Dear Ses + Paul,

Forgive me for delaying an answer to your most welcome letters of awhile back + I hope you won't mind my writing both of you jointly now. There just aren't enough hours in the day.

The news from the South has been much more sketchy of late + I so appreciate the new South. Margaret Long's account of the "march on Washington" really conveyed a lot of atmosphere. Did used a U.S.I.S. documentary film which they discretely circulate which is quite moving. The scenes of the crowd bring gasps of amazement from african audiences. Typical reactions are, "Why can't we do that here?", and always there's the touch of incredulity when scenes are shown of white policemen smiling + joking with people as they direct the crowds. Just as the Negro non-violence mvt. has had its influence here din frightened at the prospect of a possible reversion to violent methods and a similar influence on the mounting frustration here.

I never thought I'd see Natasulga datelines on the front page of the Rhodesia Herald + the Daily News here but in Feb. it happened several times. What are the prospects of Robt. Kennedy's efforts to attack the entire Ala. school system? The idea is most tantalizing to me! The late Dr. Chas. S. Johnson once said, "Good news is no news" inverting the famous remarks of Will Rogers. There was an exception to this last month when the integrated Billy Graham Easter rally made the front pages of the press here + the BBC sending a welcome relief from the news that Birmingham has provided us with regularly over the past year. What does this represent in B'ham? Is the status quo position significantly softening or is my sketicism unjustified? How I wish I could sit down for an hour's chat with you folks + Norm Jimerson!!

Frustration is a constant companion here - tremendous opportunity with good entre to strategically placed people but continually hampered for lack of money. Instead of the $15,000 a yr. budget I had in Ala. I have to get by with $7,500 including salary + next year its being cut further

P.S. - Please convey warm greetings to SRC + staff stuffs.

by unenlightened churchmen. I used to think that the term "missionary" conveyed sacrifice, etc. but now its connotation is negative with me to put it politely. Why the Bd. of Missions sends some of these white supremacists out here is beyond me!

Another requirement of change in thinking is that race relations can't be divorced from politics. Here with the govt's stringent security measures the only relief is found on the political level. I can't be specific about my activities but they are consistent with the realities of contemporary S. Rh.

The forced resignation of Winston Field represents a marshaling of forces + removal of internal opposition to the governing Rhodesian Front's policies. The spectre of a unilateral declaration of independence ala Boston 1776 sometime in June or July is frightening but the inevitable violent revolt within this revolt would bring an end to the present impasse in a matter of time. The one + only hope for any kind of orderly transition is for Britain to convene a new constitutional conference. There is a prospect of a return toward moderation when + if Wellensky can unseat the R.F. but the impasse ~~would or~~ with the nationalists would only be perpetuated. Thungood Marshall's cutting off the puppy's tail ~~or~~ inch at a time is apropo. Anyway I keep the home fires burning for me — deportation wavers between possibility + probability.

Cordially, Bob

First fold here

BY AIR MAIL

PAR AVION

AIR LETTER

AEROGRAMME

26 APR 1964 9 30AM RHODESIA

EMERALDS

SOUTHERN RHODESIA

Visit
Kariba Dam

RHODESIA & NYASALAND

Mr. Les Dunbar, Mr. Paul Anthony
Southern Regional Council
4 Forsythe St.
Atlanta 3, Ga.
U.S.A.

Second fold here

Sender's name and address: R. Hughes
62 Galway Rd., Avondale,
Salisbury, S. Rhodesia

AN AIR LETTER SHOULD NOT CONTAIN ANY ENCLOSURE ; IF IT DOES IT WILL BE SURCHARGED OR SENT BY ORDINARY MAIL.

File: "Tobe" Gen. Correp.

File

"Hu" gen. corresp.

Cr. ref

"He" gen. corresp.

July 8, 1964

Mr. Roger Herst
Hebrew Union College
3101 Clifton Avenue
Cincinnati 20, Ohio

Dear Mr. Herst:

We have your letter to Mr. Dunbar of July 1, in which you describe the Human Relations Data Collection Center at Mt. Berry, Georgia.

Mr. Dunbar has asked me to let you know that he will be out of the city on Thursday, July 16th, and possibly the 17th; otherwise, he will be pleased to see you when you are in the Atlanta area.

Sincerely yours,

(Mrs.) Mildred M. Johnson
Secretary to the Director

MMJ

HUMAN RELATIONS DATA COLLECTION

MOUNT BERRY, BOX 572 GEORGIA 30149

AREA CODE: 404-232-5374 - EXT. 296

ORGANIZED BY:
FRANZISCA BOAS
MARTHA GRIFFIN
ROGER HERST
MAY PARISH

July 1, 1964

Mr. Leslie Dunbar
Southern Regional Council
5 Forsyth St. N.W.
Atlanta, Ga.

Dear Mr. Dunbar:

Oscar Cohen has given me your name - stating that you would be interested and helpful in our project at Berry College in Rome, Ga.

It is no secret that today in America we are witnessing in the movement for Civil Rights a type of social revolution perhaps without parallel in history. This movement involves complex rpoblems of morality, l w, economics, and politics, and it affects millions of people. Unfortunately, the records of the daily events and thoughts of this historic process are being lost because they are being ade uately collected. The need for a national Civil Rights A rchives is imperative! In order, therefore, to assemble and organize the facts and records of the Civil Rights Movement, the Human Relations Data Collection has been founded at Berry College, Mt. Berry, Ga.

The Human Relations Data Collection is a voluntary, non-political organization pledged to the principle of gathering, without prejudice, all information regardin the movement to achieve equal rights for A merican citizens. This material is collected and filed for educational purposes, and it is available to those who wish to use the Collection for their research. A ll opinions and approaches are regarded with candor - believing that only after varyin ideas are recorded can a true understanding of this historic development be obtained. The collection provides a corpus of events and thought as they are reflected in newspapers, pamphlets, articles, books, mimeogrphed ntoices, etc. wchih are of invaluable use for future study and evaluation. We have arranged with the personnel of Berry College, Mt. Berry, Georgia to assist in collecting, organizing, and analyzing this material.

I intend to be in the Atlanta area in the next two weeks and would like to have an opportunity to speak with you. Would you please let me know if you plan to be in town during this period and if it would convenient for you to meet with me.

Sincerely,

Roger Herst

Roger Herst
Hebrew Union College
3101 Clifton Ave.
Cincinnati 20, Ohio

My Lead
Wed
Thur
Fri
NB

PA ✓ MA ✓ MET ✓ LWD ✓

File "Hu" - gen. Rec'd 6/7/65
(Janet Check for Bob Hughes folder, if there file this in it).

MINDOLO ECUMENICAL FOUNDATION

P.O. Box 1192,
Kitwe, Zambia
March 1965.

Dear Friends,

"Mindolo Ecumenical Centre is the most creative project of the Protestant church on the continent of Africa today." This idea, recently expressed by Dr. Henry Pitt van Dusen, President Emeritus of Union Theological Seminary, is the reaction of many visitors that come here from around the globe.

What is Mindolo? It represents the combined efforts of churches from New Zealand to Scandanavia to America and throughout Africa to develop fresh approaches to the many opportunities and challenges confronting the Christian faith in the dynamic changes taking place in this land. Launched in 1958, with the aid of the World Council of Churches, as the first ecumenical centre in Africa, Mindolo has pioneered in securing the latest thinking and ideas on crucial needs through studies, consultations and seminars, and channeling these out through specialized courses and workshops. Participants are convened on an inter-church basis and come from many diverse lands and cultures. Several Ecumenical centres are now being established in other regions following the patterns developed here.

Mindolo is actually a combination of several different but related programs. Through all of these the meaning of the Christian faith is permeated in group Bible study, instruction and worship. The Writing Centre is a response to the need for developing African writers from all over the continent who can produce indigenous Christian literature to replace that from Europe and America which often has little relevance to life here. In order to secure artists to illustrate this new literature, the Art Centre is training a dozen young men in a year-long course in their new studio. The Africa Literature Clearing House sends out over the continent monthly reviews in English and French of the latest books and pamphlets which might be useful to the churches of Africa.

The new Hammarskjold Memorial Library, a gift from the Swedish Lutheran Church, provides materials for research in theology and all aspects of African culture. This month the Community Development Programme opens a year-long course to equip fifteen Zambians for social work in our crowded urban areas. The Agricultural Programme at present centres around poultry and vegetable demonstration polots, but soon a 9,000 acre farm will be developed for training farmers several miles out of town. The six-month course in Christian Homemaking at the Women's Training Centre is always in great demand - regretably we were able to accept only 40 of 600 applicants when the current session opened in January.

As one of three clergymen on the staff, I serve the community as chaplain and am responsible for the chapel programmes and liason with the the National Development Programme. Through this programme a British Anglican layman and I bring together, from all over Zambia, businessmen, trade unionists, political leaders, teachers, social workers, etc., as well as churchmen,

for short term courses and seminars. Our purpose is to interpret Christian responsibility to them in terms of their special interests. We have just completed a "Stewardship in Business" course and next week begin one with the church youth leaders. Also located here are the headquarters of the new All-Africa Conference of Churches, the United Church of Zambia and its Seminary, the Copperbelt headquarters of the YWCA and the Zambia Bible Society.

One is lucky if he spends much over half his time fulfilling prescribed responsibilities, for we all have to be flexible to meet new demands. In January I was in charge of a very interesting month-long Church Music Workshop, but I would be the last person to claim to be a musician! The purpose of this Workshop was to encourage and train African choir leaders and musicians to compose music in the lively tribal rhythms, with words expressing Christian ideas in African thought form. The twenty-eight musicians drawn from Uganda to South Africa composed over thirty hymns and anthems under the leadership of two of our Rhodesian Methodist missionaries who have pioneered in this field. It was fascinating to hear scattered chords and ideas grow into finished compositions over those four weeks, and to see their acceptance in the glowing faces of African audiences in the final series of concerts in local churches and on Zambia television. Mindolo is an exciting place to work!

As we enjoy the freedom and opportunity of Zambia under President Kenneth Kaunda's enlightened leadership, we are saddened to learn of still more friends who have been put into restriction without trial in Southern Rhodesia. You might be interested in an article I wrote on the situation there, which I understand was published in the "Christian Century" on February 24th. And in the wake of daily news coverage of events in Selma come the continuous questions of "Why?" Painfully, I can give no answer.

Let us all pray together and work according to our opportunity that all men in every land might come to know full freedom in their human relations and that enduring peace found at the foot of the Cross.

Thank you for providing us with the privilege of service here through your unfailing support.

Gratefully,

Bob

Bob and Dottie Hughes.

(over)

Apr. 10, 1965

MA

Dear Les,

You folks have really been in my thoughts these days and I'd give almost anything to have been able to pitch in during the Selma episode!

I would really appreciate being put on your mailing list for materials SRC puts out which will keep me in touch. Especially the "Special Reports". Bill me for charges. Apparently Johnson is really waking up and let's hope that congress has been aroused at long last to what has been all too commonplace for all too long. It will be interesting to see what is done about the Klan. In spite of the civil libertarian in me I have little sympathy for their perpetuation. Out here there's a common practice of outlawing such bodies (in ex-British colonial territories) and people don't understand why such organizations are tolerated and generally conclude that higher authorities are in sympathy with their aims + methods.

Enough for now, Les. Keep up the good work and pass on warm greetings to the staff there.

Cordially,

Bob

File for Hu" Gen.?

file

30 Hamilton Avenue
Atlantic Beach, New York 11509
January 28, 1967

Mr. Paul Anthony
Southern Regional Council
5 Forsythe Street N.W.
Atlanta, Georgia

Dear Paul:

Good to speak with you on the phone Friday. Did you and Ed make that plane o.k?

Attached is the requested information sheet on my background. The possibility that we might not be able to return to Africa as expected has arisen rather suddenly - just three months before we were scheduled to return. There are not many areas over there where a European can work meaningfully in the field of racial tension and when the colonial areas are removed from consideration by virtue of our Rhodesian deportation, opportunities are very limited - Zambia or Kenya and the Methodist Church has work in neither. Special relationships have to be worked out and institutional interests can become very complex. The nub of it all is that those church elements in "open" areas interested in a realistic program of race relations lack the funds for such and those having the resources lack the interest. (Also we want more stability for the girls than we have been able to give them. Flexibility is fine but after a certain point it ceases to be fair to young children.)

There is a real question whether anything can be worked out overseas by the end of February which is the latest we can possibly wait for such to develope and still be prepared to leave in April. Therefore I thought that it would be wise to contact you about the possibility of feelers about positions that might be open in the spring. It would be difficult, though not impossible, for me to commit myself definitely to a position prior to March - and the earliest I could be available would be sometime in March.

Except for academic work I would not necessarily eliminate any of the sectors of employment we discussed last June - government, church, private bodies. There would be a preference for the South although again I wouldn't automatically esclude other areas.

Feel free to call me collect if you have any other queries. I will be in Washington all of this coming wee (week of January 30) to do some lobbying re. Rhodesia and can be reached at the Dodge House. If I haven't been able to get in there, call Dottie here at 516-371-0631 and she can line us up.

Drop by anytime you are up this way. We are not far from the east side of JFK on the beach and would be glad to have you stay with us. We are about 1½ hours out of mid-Manhattan via train and subway, a bit of a strain but worth it if you are flying into or out of JFK.

Regards to Ed, Pat, Ruth, Marge, et. al.

All the best,

Bob

Rev. Robert E. Hughes

BIOGRAPHICAL SKETCH OF ROBERT E. HUGHES

Background and Education:

Born January 18, 1928, Gadsden, Alabama, son of Dr. & Mrs. M.P. Hughes. Married with four children. Ordained clergyman in the Methodist Church Educated Gadsden public school system. A.B. degree from University of Alabama in 1949 with political science major, Bachelor of Divinity degree from Emory University School of Theology in 1952 with social ethics major. It is expected that a Master of Sacred Theology degree will be received in June, 1967, from Boston University, the requirements having been virtually fulfilled.

Professional Experience:

Pastor in North Alabama Conference, 1953-1954
Executive Director, Alabama Council on Human Relations, 1954-1960.
Missionary with the Methodist Church Board of Missions in Southern Rhodesia and Zambia, Africa, 1961-1966. In the former country was assigned by the Rhodesia Methodist Conference as a specialist in racial and political affairs in Salisbury, the capital city. Primary responsibility was as chairman of the social concerns committee of the national council of churches, various similar inter-church programs.
In Zambia served on the staff of the Mindolo Ecumenical Centre, the largest ecumenical centre on the continent. Primary responsibility involved lecturing in short-term workshops and seminars, usually with specific occupational groups, such as trade union and political leaders, businessmen, teachers, etc., focusing on their roles in the developing nation of Zambia. In the spring of 1966 directed a program of social research and consultation-research into the patterns of race relationships evolving in the post-independence period in three urban areas and a consultation of urban leaders on means of achieving desired goals in a non-racial society. A master's thesis is being prepared at present on one of these urban area studies. In recent months has worked on the staff of the Methodist United Nations office in New York City in programs related to southern Africa affairs.

File for future opp.

30 Hamilton Avenue
Atlantic Beach, N.Y. 11509
April 21, 1967

Mr. Paul Anthony
Mr. Ed Stanfield
Southern Regional Council
5 Forsyth Street NW
Atlanta, Georgia

Dear Paul and Ed:

We are still in a state of suspended animation as one by one each of the overseas possibilities are being eliminated. It has taken an inordinate amount of time to secure final determinations and, although two are still pending, we are not optimistic that they will bear fruit. The solution to the problem of working out the necessary financial support for a new program involving a Methodist in non-Methodist areas has so far eluded us although we thought that we had found it until last week. The Kenya Christian Council was very interested in our coming to Nairobi to launch an inter-group relations program there but, as it turned out, funds for the operating budget were virtually non-existent.

Thanks for passing my name on to the Virginia and South Carolina Councils, Ed. I received inquiries from both and have written the former for more information. I didn't give Alice any encouragement for somehow I don't feel challenged by my understanding of the situation there in South Carolina. My civil service rating came through last week at GS-13 so there may be a possibility or two arising in the federal government.

Should you hear of any other promising positions opening up in the near future in private, state, or local government agencies, I would appreciate receiving news of them. Of course I am in touch with Fred and I wrote him today confirming my continuing interest. At such time as we are definitely committed for the future I will immediately let you know.

Best wishes to both of you in your work.

All the best,

Bob

Rev. Robert E. Hughes

"TO END HUNGER IN AMERICA"

A Meeting to Devise Strategy to Attack Problems of Hunger and Malnutrition in the United States

Conveners:
Rev. Ralph David Abernathy
Leslie W. Dunbar
Jean Fairfax
John Gardner
M. Alfred Haynes, M.D.
Jean Mayer
Benjamin E. Mays
Hon. Albert A. Pena, Jr.
Walter P. Reuther
Cato Valandra

2027 Massachusetts Avenue, N.W.
Washington, D. C. 20036
Telephone 202 / 293-1220

October 1, 1968

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

Hunger and Malnutrition remain chronic problems in the United States. On the afternoon of Wednesday, October 16th we urge you to attend a special strategy meeting TO END HUNGER IN AMERICA. This meeting at the Mayflower Hotel in Washington, D. C., being called by a group of us acting as conveners, will bring together key leaders to review our current knowledge of these problems, assess what is being done, particularly at the federal level to meet these problems, and formulate legislative and administrative recommendations for immediate and longer term action.

Many of you have been involved in or are familiar with the recent work of the Citizens' Board of Inquiry Into Hunger and Malnutrition in the United States and the Committee on School Lunch Participation. HUNGER, USA and THEIR DAILY BREAD, the reports of these groups, examine this "shame of our nation" and call for immediate redress. It is important for us to reexamine these reports, assess what has been done to meet the needs so graphically illustrated in these documents, learn what further plans are being formulated by key federal officials, and hear how the principle presidential candidates plan to implement party platforms concerning hunger and malnutrition issues.

We ask those of you representing national organizations to limit participation to two delegates per organization. This is an important working session, and we feel that participation must be limited to allow adequate time for questions and answers.

An invitation card is attached. Please return it to us at your earliest convenience.

Sincerely

for M. Alfred Haynes
The Conveners

In the Mayflower Hotel Ballroom, Washington, D. C., at 1 p.m., October 16, 1968

Excerpts from Second Annual Report
CITY OF DETROIT INTERRACIAL COMMITTEE
1945

In the work of the Interracial Committee, the Community Barometer serves principally as a gauge of the extent to which tensions in the community become translated into acts of overt aggression. In serving as a measure of conflict, it provides the Committee with the most reliable available source of data with which to verify or refute prevailing rumors concerning the state of conflict and gives the Committee a basis on which to plan immediate and future action.

It is not contended that the Barometer, as presently constituted, is more than a rough appraisal of the public situation. Nevertheless, it is the most reliable and accurate instrument presently available to any private or public agency in the City of Detroit. As such, it has served and can continue to serve a most important function. With the lessons gained from two years' experience in dealing with the Barometer, it is hoped that the present shortcomings will be in large part eliminated, and that the Committee may look forward in the very near future to the perfection of a system of reporting and measuring tensions which will provide more accurate data and broader and more comprehensive insights into trends.

Reports on which the Barometer is now based are gathered from the Department of Police, the Department of Street Railways and volunteer reporters scattered throughout the City. All reports received are recorded on a master sheet, which is broken down into the following categories: (1) time and place where incident occurred; (2) participants in incidents, by sex and race; (3) aggressors in incidents, by sex and race; (4) number of juveniles and inebriates involved; (5) intensity of incident, as reflected in extent of words, blows, missiles and weapons involved; (6) source of report; and (7) brief description of the nature of the incident. All original report data are preserved for further analysis.

An examination of the reports of incidents received in 1945 as compared with 1944 reveals that there has been a general downward trend on almost all counts. The total number of incidents for 1945 is less than that for 1944; the average number of participants per incident is less; and the percentage of physical violence is somewhat less on two out of three counts. A brief resume of the comparative picture is as follows:

Year	Total No. of Incidents	Total No. of Participants	Average No. of Participants per Incident
1944	451	1,160	2.57
1945	354	851	2.40

Year	Words	Per Cent of Total	Blows	Per Cent of Total	Missiles	Per Cent of Total	Weapons	Per Cent of Total
1944	258	49	191	36.3	36	7	40	7.6
1945	239	54	134	30.0	14	3.2	53	12.0

FBR

May 17, 1955

Mr. Francis L. Hurwitz, Ex. Sec.
Human Relations Center
Boston University
308 Bay State Road
Boston 15, Massachusetts

Dear Mr. Hurwitz:

Thank you very much for your letter of May 11th to Dr. Mitchell which he has referred to me. Your proposed workshop on the Improvement of Human Relations at Boston University sounds excellent. As a former professor of human relations at the University of Miami, I have had considerable experience in staff participation and direction in workshops and believe that the workshop method is probably the most effective form of education in terms of pragmatic learning.

It is not possible for us to send anybody to the workshop this summer. All of our staff people are deeply imbedded in their work and during the summer months when we have use of consultants from various universities our work is actually intensified.

Thank you for the brochures which you enclosed with your letter. We are passing them on to people who might be interested and I have sent a copy to the Department of Human Relations at the University of Miami.

Sincerely yours,

Frederick B. Routh
Assistant Director
for
State Organizations

FBR:rnf
cc:Max Birnbaum

Institute on Minority Groups In the United States

October 17—December 5, 1955

CENTER FOR THE STUDY OF GROUP RELATIONS

University of Rochester

Lower Strong Auditorium

THE PROGRAM

The Institute on Minority Groups in the United States will meet for eight weeks on each Monday evening at 8 P.M., beginning October 17, 1955 and running through December 5, at Lower Strong Auditorium on the River Campus of the University of Rochester. There will be no fee, and all who are interested in the series of lectures and discussions are urged to attend.

OCTOBER 17

Chairman:
Joseph B. Gittler

Speakers:
(1) President Cornelis W. deKiewiet
"INAUGURATION OF THE INSTITUTE"
(2) Wayne A. R. Leys
"THE PHILOSOPHICAL AND ETHICAL ASPECTS OF GROUP RELATIONS"

Discussants:
Dean Lewis W. Beck, Dr. John Romano, Dr. Wilbour Eddy Saunders

OCTOBER 24

Chairman:
Mr. Sol. M. Linowitz

Speaker:
Rev. John LaFarge, S.J.
"THE AMERICAN CATHOLIC"

Discussants:
Dr. Hugh C. Burr, Father John P. O'Meara, Rabbi Stuart E. Rosenberg

OCTOBER 31

Chairman:
Dr. Howard C. Seymour

Speaker:
John Collier
"THE AMERICAN INDIAN"

Discussants:
Dr. Peru Farver, Rev. W. David Owl, Mr. Alfred K. Guthe

NOVEMBER 7

Chairman:
Joseph C. Wilson

Speaker:
Oscar Handlin
"THE AMERICAN JEW"

Discussants:
Rabbi Philip S. Bernstein, Dr. Hugh C. Burr, Mr. Manheim S. Shapiro

NOVEMBER 14

Chairman:
Mr. Egil E. Krogh

Speaker:
Ira de A. Reid
"THE AMERICAN NEGRO"

Discussants:
Dr. Robert H. Beaven, Mr. Kenneth L. Brown, Dr. Walter W. Hamburger

NOVEMBER 21

Chairman:
Mr. Clifford E. Carpenter

Speaker:
Dorothy Swaine Thomas
"THE JAPANESE AMERICAN"

Discussants:
Dr. Vera Micheles Dean, Dr. C. Wayne Gordon, Dr. Ruth Watanabe

NOVEMBER 28

Chairman:
Miss Alice Bacon

Speaker:
Clarence Senior
"THE PUERTO RICAN IN THE UNITED STATES"

Discussants:
Dr. D. Lincoln Canfield, Mr. Irving M. Kriegsfeld, Mr. Charles Otero

DECEMBER 5

Chairman:
Mr. William Fay

Speaker:
Joseph B. Gittler
"UNDERSTANDING MINORITY GROUPS"

Discussants:
Dr. Vincent Nowlis, Dr. Paul E. Smith, Mrs. Irving L. Walker

NOTES ON THE SPEAKERS

Wayne A. R. Leys is professor of philosophy and graduate dean of Roosevelt University. He has taught philosophy at Northwestern University, Johns Hopkins University, and the University of Michigan. Dr. Leys is the author of: *Ethics for Policy Decisions; Ethics and Social Policy;* and *The Religious Control of Emotions.*

Father LeFarge is editor of *America,* a national Catholic weekly; director of the National Catholic Rural Life Conference; Vice President and director of the Conference on Science, Philosophy, and Religion; fellow of the American Academy of Arts and Sciences; director of the Catholic Interracial Council; Dudleian lecturer, Harvard University Divinity School, 1947. Father LaFarge is also author of: *Interracial Justice; The Jesuits in Modern Times; The Race Question and the Negro; No Postponement; L'Homme de Couleur;* and *The Manner is Ordinary.*

John Collier is formerly Commissioner of Indian Affairs of the United States, 1933-1945. At present, he is professor of Anthropology, College of the City of New York. Dr. Collier is also president of the Institute of Ethnic Affairs, Washington, D. C. and Director of the National Indian Institute. Dr. Collier is author of: *The Indians of the Americas;* and *Patterns and Ceremonials of the Indians of the Southwest.*

Oscar Handlin is professor of history at Harvard University. He is editor of *The New England Quarterly,* and winner of the Pulitzer Prize in history for *The Uprooted,* and of the Dunning Prize of the American Historical Association for *Boston's Immigrants.* He is also author of: *Commonwealth;* and *This Was America;* and many articles in various magazines.

Ira de A. Reid is professor of sociology at Haverford College. He was formerly President of the

Eastern Sociological Society and editor of *Phylon*. Dr. Reid has taught at Atlanta University, Columbia University, and New York University. Dr. Reid is the author of many articles and of the following books: *The Culture of Racial and Ethnic Populations; The Urban Community;* and *The Urban Negro Worker*.

Dorothy Swaine Thomas is professor of sociology at the University of Pennsylvania, and formerly president of the American Sociological Society. She was director of the Evaluation and Resettlement Study of Japanese Americans. Dr. Thomas is author of many books including *The Spoilage* and *The Salvage*.

Clarence Senior is research associate, Bureau of Applied Social Research, Columbia University. He was Director of the Social Science Research Center at the University of Puerto Rico, 1945-1948. Dr. Senior is the author of: *Puerto Rican Emigratian; The Puerto Rican in New York City;* and *The Puerto Rican Journey*.

Joseph B. Gittler is professor and chairman of the department of sociology of the University of Rochester and director of the Center for the Study of Group Relations. Dr. Gittler has been on the faculty of the University of Chicago, Iowa State College, the University of Georgia, and Drake University. Dr. Gittler is the author of: *Social Thought Among the Ancient Greeks: Virginia's People; Social Dynamics; Your Neighbor, Near and Far;* and *Review of Sociology*.

—*—

All inquiries should be addressed to:
Joseph B. Gittler, *Chairman*
Department of Sociology
University of Rochester
Rochester, New York

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—*—

The Center for the Study of Group Relations was made possible through the Group Relations Fund of the University of Rochester. The Center seeks to develop a broad program in research and teaching "for advancing better understanding and relations among racial, religious, and other ethnic groups."

RACE RELATIONS DEPARTMENT
AMERICAN MISSIONARY ASSOCIATION DIVISION
BOARD OF HOME MISSIONS, CONGREGATIONAL CHRISTIAN CHURCHES
FISK UNIVERSITY OFFICE
NASHVILLE 8, TENNESSEE

HERMAN H. LONG, DIRECTOR

December 9, 1955

Mr. Frederick B. Routh, Assistant Director
Southern Regional Council
63 Auburn Avenue, NE - Room 432
Atlanta 3, Georgia

Dear Mr. Routh:

I am writing my associates in NAIRO to bring to their attention an important research effort by the Committee on Civil Rights in East Manhattan, and to ask their earnest cooperation. This study, as you will note, is an effort to assess the experiences which communities have had with integrated housing, with special emphasis upon the private market.

This is a timely and exceedingly useful project, and its findings will have implications for the work of all of our agencies. For this reason, I am supporting the project in a modest way by soliciting your help. The information which it seeks to gather will depend heavily upon the kind of response you give.

The enclosed letter and questionnaire give further description of the research undertaking. Please help by giving a prompt and full response.

Best of wishes,

Sincerely yours,

Herman H. Long

Herman H. Long, President
National Association of
Intergroup Relations Officials

HHL:RTF
Enclosures

COMMITTEE ON CIVIL RIGHTS IN EAST MANHATTAN, INC.

386 FOURTH AVENUE • NEW YORK 16, N. Y. • MURRAY HILL 5-0181

COOPERATING ORGANIZATIONS:

American Association of University Women, N. Y. C. Branch
American Jewish Committee, N. Y. Chapter
American Jewish Congress
American Legion, Willard Straight Post No. 842
Americans for Democratic Action, East Side & Gramercy Park Branches
Benjamin Cardozo Lodge of B'nai B'rith
Church of the Master
Community Church, Social Action Committee
East Harlem Council for Community Planning
Ethical Culture Society, Committee Against Discrimination
Japanese-American Citizens League, N. Y. Chapter
Jewish War Veterans of the U. S., N. Y. County Council
National Association for the Advancement of Colored People, N. Y. Chapter
*National Conference of Christians and Jews
National Council of Negro Women, N. Y. Metropolitan Council
Negro Labor Committee
New York City Civil Liberties Committee (ACLU)
New York Committee of Racial Equality (CORE)
Spanish American Youth Bureau
Uptown Chamber of Commerce
Urban League of Greater New York
Yorkville Welfare and Health Council

Consultant Organizations

November 29, 1955

Dear Friend:

I am writing to you on behalf of the Committee on Civil Rights in East Manhattan (CCREM) to request your help in gathering data on experiences of communities where integrated housing exists or where there are some non-whites living in a predominantly white neighborhood.

Our Committee is composed of representatives of 23 civic groups and a number of civic-minded individuals. Our goal is equality of opportunity for all in all areas of living. One of our tools has been the community self-survey to check on treatment received by minority groups. Where we find discrimination, we try, through education and persuasion, to reduce or eradicate it. Our first study and follow-up centered on the treatment of Negro patrons in mid-Manhattan restaurants; this is reported fully in the enclosed pamphlet.

Our most recent area of activity has been in the apartment rental field in Manhattan. The results of our surveys have shown that it is virtually impossible for Negroes to rent apartments in privately-owned apartment houses in predominantly white areas in Manhattan. Interviews with realtors have indicated that their reluctance to change their present policies is due to the usual reasons and fears, such as property value depreciation, flight of white tenants, etc.

It occurred to our Committee that material to combat these notions would be of service not only to us but to all those throughout the country who are striving for open occupancy in housing. We have searched all the housing literature available to us and inquired through many organizations but have nowhere been able to find any complete picture of instances of open occupancy. Accordingly, we have been gathering references to integrated housing from all possible sources.

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Dr. Patricia Kendall Bureau of Applied Social Research, Columbia University
Dr. John A. Morsell International Research Associates
Dr. Sophia M. Robison Research Consultant
Claire Selltiz, Research Center for Human Relations, NYU

We are writing to you as a member of NAIRO to find out whether you know of any open occupancy projects or communities. If so, we want to hear what the present picture is; whether your community is a stable one or whether the attempts at open occupancy have failed.

To help us compile this information, would you kindly fill out the enclosed questionnaire, adding as much other information as you may have. Perhaps if you are not able to provide the information yourself, you could turn this over to someone else to give us the data. If you know of more than one project, we will naturally be glad to send more questionnaires.

We shall be happy to send you a copy of our summary report when it is prepared. We should appreciate an answer at your earliest convenience.

Sincerely yours,

Edna A. Merson

Edna A. Merson,
Chairman

COMMITTEE ON CIVIL RIGHTS IN EAST MANHATTAN, INC.

386 FOURTH AVENUE • NEW YORK 16, N. Y. • MURRAY HILL 5-0181

COOPERATING ORGANIZATIONS:

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National Association for the Advancement of Colored People, N. Y. Chapter
*National Conference of Christians and Jews
National Council of Negro Women, N. Y. Metropolitan Council
Negro Labor Committee
New York City Civil Liberties Committee (ACLU)
New York Committee of Racial Equality (CORE)
Spanish American Youth Bureau
Uptown Chamber of Commerce
Urban League of Greater New York
Yorkville Welfare and Health Council

*Consultant Organizations

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QUESTIONNAIRE ON EXPERIENCES IN RACIALLY MIXED NEIGHBORHOODS

The purpose of this questionnaire is to secure factual information on experiences in racially mixed neighborhoods. These facts are badly needed to serve as a basis for intelligent efforts to bring about democracy in housing opportunities for all Americans. You can help by giving as much information as you have about the neighborhood on which you are reporting. You may not know the answers to all the questions, but please give information on as many of them as you can. Please add any other information that you think is relevant. If you need additional space, please write on the back of the questionnaire or attach additional pages.

* * * * *

Name of neighborhood, project, or development _____

City _____ State _____

Name of person reporting _____ Date _____

Position, or connection with neighborhood, project, or development _____

_____

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Dr. Herbert Hyman, *Research Associate* National Opinion Research Center, University of Chicago
Dr. Patricia Kendall, Bureau of Applied Social Research, Columbia University
Dr. John A. Morsell, International Research Associates
Dr. Sophia M. Robison, Research Consultant
Claire Selltiz, Research Center for Human Relations, NYU

I. WHAT KIND OF NEIGHBORHOOD IS IT?

Please give particular attention to the points listed, wherever they are pertinent, and add any other information you feel is relevant.

Are there mostly private homes, or mostly apartment buildings, or both? Were any of the homes or apartment buildings constructed as a "project" or development?

About how old are they? If not new, are they in good repair and well kept?

About how much is the typical home in the area worth? Rent of a typical apartment?

Are there non-white families in any of the adjacent neighborhoods? If so, are these neighborhoods occupied mostly by white families or by non-white families?

Other relevant information.

II. WHAT WERE THE CIRCUMSTANCES UNDER WHICH NON-WHITE FAMILIES MOVED INTO THE NEIGHBORHOOD?

Please report fully, citing specific examples wherever possible.

When did the first non-white family move into the neighborhood?

Had any minority families tried unsuccessfully to move into the neighborhood before that time? What had happened?

Have other non-white families moved into the neighborhood since? About how many, and how soon after the first family moved in? What is the present proportion of minority families to white families?

Did the first non-white family come on their own initiative? Was there any organized group activity, or any legal activity, to get them into the neighborhood? If so, who took part? Was the building or project into which they moved open to all races from the time it was built? If so, whose decision was this?

Was housing generally "tight" or was it readily available at the time?

What was the value of the houses bought by non-whites, or the rental of apartments they moved into? Were they among the most expensive in the neighborhood, the least expensive, or about average?

What did the local real estate agents do? Did they oppose the coming of non-whites? If so, did they seek to organize neighborhood opposition? Or were they active in bringing in non-white families? Did they try to promote "scare selling"? Were the real estate agents involved white or Negro, or both?

Did the non-white families have any difficulty in financing -- getting mortgages, insurance, etc.? If the project was a new one announced as intended for open occupancy, was there any difficulty in getting land, mortgage, etc.?

III. WHAT WERE THE NEIGHBORHOOD REACTIONS?

What happened in the neighborhood or in adjacent neighborhoods after the non-white families moved in? Again, please be as specific as possible.

Was there any opposition to their moving in? If so, did it take any organized form? Were any civic organizations, business concerns, banks, insurance companies, neighborhood associations, or "citizens' committees" active in opposing non-white occupancy?

If there was disapproval or unrest, has it continued, intensified, or lessened?

Were the non-white families actively welcomed by any families or groups in the community? Was there any organized effort to stabilize the mixed neighborhood and promote integration? If so, what types of individuals or groups took the initiative in this activity, and what types of individuals or groups participated in it? Has this activity continued? Expanded? What types of activities were undertaken?

IV. WHAT WAS THE EFFECT ON PROPERTY VALUES?

There may have been changes in property values in the neighborhood which were due to factors other than the changing racial composition. If there have been any changes, please indicate whether you think they were due primarily to the changing racial composition of the neighborhood or to other factors. Please cite any specific figures or illustrative examples that are known to you.

Did any white residents sell their homes? If so, was it at a financial loss? Were the new buyers white or non-white?

Did any local real estate agents or groups openly or secretly try to promote "panic selling"?

If non-whites moved into an apartment, did any white tenants move out of the building or out of nearby buildings? About what percentage of the white tenants moved out? Did landlords offer the vacated apartments to both white and non-white families? Did they have trouble re-renting the apartments to other white persons at the previous rentals? Did white or non-white families or both, move into the vacated apartments?

Did the non-white occupancy have any effect on the mortgage or other value of the building or of surrounding buildings? Did white home-owners in the neighborhood have any difficulty in renewing mortgages? Did non-white owners have difficulty renewing mortgages?

What has been the overall trend of property values or of rents in the neighborhood since non-whites moved in? If there was "panic selling," did it taper off? If values dropped during initial waves of selling, what trends have they subsequently shown?

V. WHAT IS THE PRESENT SITUATION, AND WHAT DO YOU PREDICT FOR THE FUTURE?

Is the neighborhood in a state of flux with regard to racial composition, or has the situation stabilized? What is the present proportion of whites and non-whites? Do you think this proportion will change in the next five years? In what direction? What is the basis for your prediction?

How do white and non-white families in the neighborhood get along together? Do they take part in joint community activities? Is there any social mingling? What do you think will happen along these lines in the next five years

Comments and additional information:

October 1955

THE DETROIT FOCUS

Published by
CITY OF DETROIT COMMISSION ON COMMUNITY RELATIONS
and
THE COORDINATING COUNCIL FOR RESEARCH AND EDUCATION ON HUMAN RELATIONS

1106 Water Board Building, 735 Randolph, Detroit 26, Michigan — NOVEMBER, DECEMBER, 1955

WJR RECEIVES HUMAN RELATIONS AWARD

At the first annual Recognition Luncheon honoring Detroit's Radio and Television Stations, sponsored by the Commission on Community Relations and the Coordinating Council, Radio Station WJR received a human relations plaque for the most distinguished performance in this area over the past year. The award observance, made possible by a grant from the McGregor Fund to the Coordinating Council, was held at the Veterans Memorial on December 15. Two other stations received citations—WCAR, Pontiac; and WJLB. The awards were made on the basis of materials submitted by radio and television stations themselves, during the period of the competition, and the luncheon was held "in recognition and commendation of Radio-TV's public service contributions to intergroup understanding and as incentive to the industry to surpass its best achievements in the year ahead."

The luncheon was attended by representatives of the Common Council, the Commission on Community Relations, the Coordinating Council, university communication centers, radio and television industry, human relations agencies, and the press. Mr. Louis Miriani, President of the Common Council, brought greetings from this body, and paid tribute to those who work from day to day for the protection of the rights and equities of all citizens in the interest of justice.

Mr. Erik Barnouw, Editor of the Center for Mass Communication, Columbia University, and President of the Writers Guild of America, East, delivered the principal address on the subject, "The Mass Media in Human Relations." Mr. Barnouw gave an historical account of the development of mass communication and posed the many real difficulties and complexities that confront the industry today as it seeks to atttract an audience for ideas, concepts, and bodies of information such as those involved in human relations education. In face of the competitiveness of the industry and the abundance of words and ideas that radio and television have created, local groups and agencies such as those within the Coordinating Council must keep alert and busy if the message of good human relations is to be conveyed to a considerable audience, Mr. Barnouw averred.

The Awards Project was initiated and carried forward by a sub-committee of the Coordinating Council, of which Mr. William Seabron served as Chairman. Mrs. Beulah Whitby, Assistant Director of the Commission on Community Relations, provided staff executive service to the committee.

Judges for the occasion were Mr. Raymond Hatcher, Manager of the Oakdale Housing Project; Mrs. Julia Hannah of the Communication Arts Center of the University of Detroit; Reverend Robert Frehse, Director of the Round Table of Catholics, Jews and Protestants; and Mr. Leonard Simons of Simons-Michelson. The awards were presented by Reverend Frehse.

FEP COMMISSION CHOOSES DIRECTOR, ASSISTANT

John Feild, Director of the Community Relations Board of Toledo, Ohio, has been chosen Director of the newly-created Fair Employment Practices Commission of the State of Michigan. Mr. Feild was formerly a member of the staff of the Detroit Interracial Committee, now the Commission on Community Relations. He is president-elect of the National Association of Intergroup Relations officials.

William Seabron, Administrative Assistant of the Detroit Urban League, has been chosen Assistant Director of the FEP Commission. Mr. Seabron has served for several years as member of the Executive Board of the Coordinating Council, and as chairman of the Radio-Television Committee of the Council.

CHANGE OF ADDRESS

The new address of the Detroit Commission on Community Relations is 1106 Water Board Building, 735 Randolph, Detroit 26, Michigan. Telephone WOodward 3-9550.

RICHARD MARKS ELECTED SECRETARY OF NAIRO

At the Ninth Annual Conference of the National Association of Intergroup Relations Officials, held November 30-December 2 at the Hotel Schroeder in Milwaukee, Wisconsin, Richard Marks, Director of Research of the Commission on Community Relations, was elected Secretary of the body. For two years Mr. Marks has served as Chairman of the Manpower Utilization Commission, one of the principal Commissions through which NAIRO operates. As Secretary, he will succeed Mr. John Feild, Director of the Community Relations Board of Toledo, Ohio, who was made President-elect of the national organization.

High point of the Ninth Annual Conference was a debate on civil rights legislative strategy between Charles Abrams, New York State Rent Administrator, and Clarence Mitchell, Director of the Washington Bureau of the NAACP. Mr. Mitchell expounded the affirmative reasons why federal laws should contain prohibitions against racial segregation and discrimination, insisting that amendments to bills submitted to Congress on education, housing, and military reserve should prohibit such practices. Mr. Abrams raised the question as to whether these amendments might not defeat urgently needed basic legislation.

The Commission on Manpower Utilization presented Charles Livermore of the President's Committee on Government Contracts. He delivered the main paper and presented the newly-produced film, *"Commencement."* Mr. Livermore stated that the problem is not just to produce jobs for members of minority groups, but rather that the pressure of manpower needs in the years to come will require the utilization of non-white manpower. The biggest problem facing intergroup relations practitioners, he asserted, is to see that training and promotion within industry and commerce is open to qualified employees regardless of race. The film, *"Commencement,"* is a tool that the President's Committee on Government Contracts has developed to educate and motivate industrial leaders to opening up these training and promotional opportunities.

BOSTON UNIVERSITY
HUMAN RELATIONS CENTER

308 Bay State Road
Boston 15, Massachusetts

February 17, 1956

Dear Friend:

Some of you who attended the Sessions of the Department of Research Services at the Milwaukee NAIRO Conference at which Dr. Dean Epley read a paper on a survey he made of human relations centers programs, requested information about the Boston University Human Relations Center. I took the liberty of sending to all who were at these Sessions the Second Annual Report of the Center and the announcement on the Center's Summer Workshop.

We will appreciate it very much if you will call this Workshop to the attention of any of your associates who may be interested. Perhaps you may wish to suggest some persons to whom we should send the Workshop brochure. For this there is enclosed a sheet for such suggested names. If you want additional brochures or wish to inquire further about the Workshop, please feel free to write me.

Sincerely yours,

Francis L. Hurwitz

Francis L. Hurwitz
Executive Secretary

flh/e
encls.

7R

BOSTON UNIVERSITY
Human Relations Center

308 BAY STATE ROAD
BOSTON 15, MASSACHUSETTS

COPLEY 7-2100 EXT. 520

RECEIVED ~~JAN~~ Feb. 4 1956

February 2, 1956

To Intergroup Relations Workers

Dear Friend:

During its 1956 Summer Session, July 16 - August 10, Boston University sity will offer its third annual Workshop in the Improvement of Human Relations. This Workshop is conducted by the Human Relations Center of Boston University, with the sponsorship of the University's School of Education, School of Nursing, School of Public Relations and Communication, School of Social Work, School of Theology, College of Business Administration, and the Departments of Psychology and of Anthropology and Sociology.

For four weeks workers and leaders from education, social work, intergroup relations, health, religion, labor, government and industry who are enrolled in the Workshop, will work together in a living-in situation at Osgood Hill, Boston University's Conference Center in North Andover, Massachusetts, in exploring problems of group, intergroup and community relations which are basic and common to various organizational settings. They will be helped in working out and pre-testing solutions to these problems. Opportunity for consultation upon problems peculiar to their specific work settings will be provided.

The enclosed brochure describes the method and content of the workshop.

Those who want university credit may receive six semester hours for the four weeks work. Those who do not want credit may enroll on a noncredit basis.

Perhaps you would be interested in applying, or you may wish to invite people from your community to apply. And we would appreciate your calling this workshop to the attention of your associates. If you need additional brochures or wish to inquire further about the Workshop, please feel free to write me.

Very sincerely yours,

Kenneth D. Benne

Kenneth D. Benne,
Workshop Director

KDB:bf

BOSTON UNIVERSITY

SUMMER SESSION

announces its

Third Annual

WORKSHOP in the improvement of Human Relations

Scene at Osgood Hill, the University's Conference Center—Workshop Headquarters

CONDUCTED BY

BOSTON UNIVERSITY

HUMAN RELATIONS CENTER

JULY 16 — AUGUST 10, 1956

OSGOOD HILL

North Andover, Massachusetts

Who Offers the Workshop

The Workshop is conducted by the Human Relations Center of Boston University, with the sponsorship of the University's School of Education, School of Nursing, School of Public Relations and Communications, School of Social Work, School of Theology, College of Business Administration, and the Departments of Psychology and of Anthropology and Sociology.

Who Can Attend

Enrollment in the Workshop will be limited to forty-five selected students drawn from various occupational fields, such as: education, social work, religion, business and industry, organized labor, community organization, mass communications and health. The students will be selected to create a heterogeneous population with respect to race, faith and ethnic background. Teams of students from the same community or organization are encouraged to attend. Students and staff will live and work together at Osgood Hill, Boston University's Conference Center in North Andover.

Who Is on the Staff

a. Full Time Resident Staff

KENNETH D. BENNE, *Training Director*
Theodore W. Berenson Professor of Human Relations and Director, Human Relations Center, Boston University

MAX BIRNBAUM
Educational Consultant, American Jewish Committee

BENJAMIN B. BRUSSEL, M.D.
Department of Psychiatry, Beth Israel Hospital, Boston

ROBERT CHIN
Associate Professor of Psychology and Director of Research, Human Relations Center, Boston University

JEAN D. GRAMBS
Supervisor of Adult Education, Prince George's County, Maryland

FRANCIS L. HURWITZ, *Workshop Administrator*
Executive Secretary, Human Relations Center, Boston University

MARGARET NELSON ROWLEY
Chairman, Division of Social Science, Morris Brown College, Atlanta, Georgia

The staff as a group combines knowledge and experience in community organization and relations, human relations education and training, group dynamics, action and evaluation research, psychiatric counseling, and elementary, secondary, college and adult education.

b. Visiting Consultants

Experts in special fields will be available as visiting consultants and lecturers for short periods.

When

July 16 through August 10, 1956

Where

Osgood Hill, Boston University Conference Center, North Andover, Massachusetts

Costs

Course Fee	$165.00
Room and board for the four weeks	$127.00

Credit

Each participant may earn 6 semester hours of credit, graduate or undergraduate, for the Workshop experience. Those who wish no credit may register on a non-credit basis.

Scholarships available

Through a grant from the Lt. Hirschel L. Gutman Foundation, and with the support of the National Conference of Christians and Jews, a limited number of partial scholarships are available.

Schedule

The Workshop is in session for five days each week.

Recreation

Osgood Hill and its vicinity offers many opportunities for both informal and organized recreation. There will be ample opportunity for week-end trips to famous New England resort areas nearby.

How to Apply

Apply before May 1, 1956. Use request blank below:

Date.....

Kenneth D. Benne, *Director*
Boston University Human Relations Center
308 Bay State Road
Boston 15, Massachusetts

I wish to apply for admission to the Workshop in the Improvement of Human Relations. Please send application blank to

Name.....

Address.....

.....

Occupation.....

What is Taught?

1. Information and conceptual clarification with respect to:
   a. The sub-cultures of significant groups in contemporary American society;
   b. The sociological and psychological bases of intergroup conflict;
   c. The psychology of prejudice;
   d. The social psychology of groups (structure and dynamics);
   e. Processes of experimental problem-solving in group and community settings;
   f. Community analysis, action and organization relative to problems of human relations;
   g. Application of research methods to problems of practice;
   h. Trends in human relations education — for children, adolescents and adults.

2. Skill training with respect to:
   a. Use of diagnostic devices — survey, interview, sociometry, role-playing, problem census;
   b. Use of methods for human relations training and teaching — action-research, role-playing, rumor clinic, group self-evaluation;
   c. Group leadership and membership;
   d. Organizational and community leadership.

3. Sensitivity training for each participant with respect to:
   a. His own attitudes toward other people in group and intergroup situations;
   b. His effects on other people as he functions with them in peer, subordinate or leadership relations;
   c. His actual and potential roles in dealing with human relations problems in his back-home (work and community) setting;
   d. His own motivations and controlling value system with respect to human relations work.

What Are the Methods?

1. The focus of instruction will be upon analyzing and diagnosing the human relations problems students bring with them from their back-home situations and upon planning ways of solving these problems.

2. Group experiences of students in the Workshop will be used as case material to analyze and evaluate in order to deepen understanding of human relations processes and problems.

3. Opportunity for individual consultation on back-home problems will be provided.

4. The Workshop will be conducted in a way to provide evaluated practice in the methods studied and analyzed for possible use back home.

A typical day's schedule at the Workshop might look like this:

8:15-8:45 A.M. *Breakfast*

9:00-10:50 A.M. *Home-Base Groups*

Each participant is a member of a face-to-face clinic group which meets daily throughout the Workshop.

11:00-12:00 Noon. *Daily Seminar*

General session in which human relations ideas and information are presented by visiting consultants or resident staff and discussed by the entire Workshop.

12:30-1:30 P.M. *Luncheon*

1:45-3:15 P.M. *Skill and Back-Home Application Groups*

In small groups participants explore problems of improving human relations in their home situations and practice relevant skills and methods with the consultation of visiting experts or members of the resident staff. On some days, this time is used for individual rest, reading or consultation.

3:30-4:00 P.M. *Participant Assembly*

The participants meet when needed to solve problems of policy and government for the workshop community.

4:00-6:15 P.M. *Free Time*

6:30-7:30 P.M. *Dinner*

8:00-10:00 P.M. *Evening Session*

Evening sessions are held two nights a week to experience and evaluate various large meeting methods for dealing with human relations content. The time is available on other nights for organized recreation, if participants wish it.

Boston University's

Human Relations Center

The Program of the Human Relations Center was activated in the fall of 1953, to strengthen and facilitate the University's programs for dealing with problems of human relations. Initially, its focus is on problems growing out of group and intergroup relationships. The Center aims to stimulate and support, in all parts of the University, programs of instruction, research and community service in human relations.

The Center, which does not grant degrees, supports the training of specialists in human relations by providing fellowships to able graduate students who major in one of the several University departments, schools and colleges with a graduate or professional program in human relations studies. The Center seeks to improve the general education of undergraduate and graduate students in problems of human relations through consultation and collaboration with faculty members and with leaders and members of student organizations.

Research in human relations is encouraged by the Center through support of investigations by its staff and fellows and by grants to other graduate students and to faculty members who are pursuing investigations relevant to the Center's major concerns. The Center also seeks to provide, through its service program in the community, opportunities for field studies by students and faculty members.

The staff and fellows of the Center, with the help of cooperating faculty members, undertake consultation and other services to community agencies and organizations concerned with problems of human relations, where these services facilitate its research and instructional purposes. A further community service provides refresher training for practitioners and leaders in the human relations field by conducting a variety of short-term conferences and workshops.

Dr. Kenneth D. Benne, Theodore W. Berenson Professor of Human Relations, is Director of the Human Relations Center.

For general information on over 450 other courses to be offered by the Boston University Summer Term (Intersession, May 31 to July 7; Summer Session, July 9 to August 18), address:

Robert W. Sherburne, *Director*
Boston University Summer Term
685 Commonwealth Avenue
Boston 15, Massachusetts

SUGGESTED PARTICIPANTS FOR THE THIRD ANNUAL WORKSHOP IN THE IMPROVEMENT OF HUMAN RELATIONS

Osgood Hill, North Andover, Mass.

Suggested Persons	Address	Organization

1. _____

Job Description _____

Team Possibility _____

Other Comment (i.e., degree of interest) _____

_____

2. _____

Job Description _____

Team Possibility _____

Other Comment (i.e., degree of interest) _____

_____

3. _____

Job Description _____

Team Possibility _____

Other Comment (i.e., degree of interest) _____

_____

4. _____

Job Description _____

Team Possibility _____

Other Comment (i.e., degree of interest) _____

_____

(Use reverse side, if necessary)

Names submitted by: _____

Address: _____

_____

H.B.R.

BOSTON UNIVERSITY
HUMAN RELATIONS CENTER

Training Reports and Items

No. 107

308 Bay State Road
Boston 15, Massachusetts

Boston University's

HUMAN RELATIONS CENTER

THE PROGRAM of the Human Relations Center was activated in the fall of 1953, to strengthen and facilitate the University's programs for dealing with problems of human relations. Initially, its focus is on problems growing out of interracial, interethnic and interfaith relationships. The Center aims to stimulate and support, in all parts of the University, programs of instruction, research and community service in human relations.

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This series of Training Reports and Items contains descriptions and interpretations of training programs conducted under the auspices of the Human Relations Center, as well as progress reports on the development of Center policies and programs. In a second series, Research Reports and Technical Notes, the Center will distribute the reports of its empirical research and theoretical analyses before publication, in order to get the benefit of criticism from leaders in the human relations field.

SECOND ANNUAL REPORT

BOSTON UNIVERSITY

HUMAN RELATIONS CENTER

May 20, 1954-June 20, 1955

I. EMPHASES IN THE SECOND YEAR'S WORK

The second year's program of the Human Relations Center, for the most part, was built on plans laid during its first year. Generally, these plans have proved sound in practice. However, as plans have been translated into equal programs and these programs criticized and evaluated, some new lines of development have been indicated which are reflected in plans for 1955-56.

The following represent the major accomplishments of the year, 1954-55:

1. The Fellowship Program was launched and carried through successfully with five fellows from the fields of psychology, social work, sociology and education. This program has involved the carrying through of two new and distinctive seminars in human relations; one oriented theoretically, the other practically.

2. A Summer Workshop in the Improvement of Human Relations was organized and conducted successfully during July - August, 1954 at the Boston University Conference Center, North Andover, Mass.

3. A conference, for faculty mambers of Boston University, on improving instruction in human relations was planned and carried through, along with other seminars and studies of concern to smaller groups of faculty mambers.

4. Research planning continued, along the lines both of basic and of applied research. The first major fruition of these plans is promised in doctoral studies now in preparation and in a research program for the 1955 Summer Workshop.

5. Center services to Boston University, particularly in student leadership development, and to the larger community, local, regional and national, expanded mainly along the lines of consultation and other program services. The Brin Collection of Human Relations Materials has been developed to support the program of Center services, as well as its program of instruction and research.

These major program developments are here reported under the three major headings of instruction, community services, and research, with special sections on Center affiliates, on the Brin Collection, and on the publications of the Center.

II. ENRICHMENT AND IMPROVEMENT OF HUMAN RELATIONS INSTRUCTION AT BOSTON UNIVERSITY

A. Summer Workshop in the Improvement of Human Relations

The workshop was held at Osgood Hill, Boston University Conference Center, North Andover, Massachusetts, July 12 to August 10, 1954.

The resident staff consisted of: the director, Dr. Kenneth D. Benne, Boston University Human Relations Center; Dr. Max Birnbaum, educational consultant, American Jewish Committee, New York; Mr. Don Davidson, Newton Public Schools and Fellow, Human Relations Center, 1954-55; Mr. Lester Houston, Special Youth Project of Roxbury (then of the Mental Health Association of Massachusetts); Mr. Francis Hurwitz, Boston University Human Relations Center; Mr. Stephen Kegeles, U. S. Public Health Service (then Boston University); Dr. Dorothy Stock, Human Dynamics, Laboratory, University of Chicago; Dr. Norman Zinberg, Psychiatrist, Beth Israel Hospital, and Harvard Medical School.

Visiting consultants included: Professor Gordon Allport, Harvard University; Professor Robert Chin, Boston University; Rabbi Henry Kagen of Mt. Vernon, New York; Professor Daniel Levenson, Harvard University; Mr. Elwood McKenney, Massachusetts Committee Against Discrimination; Professor George F.F. Lombard, Harvard University; and Dr. Robert Weaver, John Hay Whitney Foundation.

Forty participants were enrolled in the workshop. One-fourth of the participants came as teams from their communities. Two teams of four each came from Newton and Brookline, composed of teachers, administrators, nurses, and parents. A team from Chattanooga, Tennessee, a teacher and an administrator, were sent by their superintendent to work on the problems desegregation in their schools.

Living, working and playing together -- Negroes and whites, Catholics, Protestants and Jews -- from Louisiana, North Carolina, Tennessee, Washington, D.C., California, New York and New England -- yielded important educational values, entirely apart from the work of the formal curriculum.

For three weeks an international team participated--four from Austria, two from Holland and one from Israel. The Boston University Workshop was one of four in various parts of the country which they attended, as a way of learning methods of human relations training. In a number of respects, they rate the Boston University Workshop highest in quality among those they attended.

An attempt was made to evaluate the workshop as thoroughly as possible within our limited budget for evaluation. An extended interview was conducted with each participant at the end of the workshop. Another interview (or paper for those far distant) was conducted during December and January. Generally, participants seem to have retained and used much of their workshop learning when they returned to their home communities and jobs.

It was agreed, before the summer workshop ended, to hold a follow-up, reunion workshop in the Spring of 1955. A committee of local participants planned this workshop for the weekend of March 25-27 at Osgood Hill. Twenty participants and staff members worked throughout this weekend on problems encountered, since the workshop, as they had attempted to apply and use their human relations learnings. The high quality of the deliberations of this follow-up workshop provides strong positive evidence of the effectiveness of the summer experience, at least for those who attended the spring meeting.

It seems fair to say that this summer activity made history in human relations workshops, both for the Greater Boston Area and nationally as well. The curriculum successfully combined three approaches to human relations training that had not been previously combined in one training operation: the "Bethel" approach of the National Training Laboratories; the "Rutgers" approach, growing out of the American Council of Education Studies; and an approach pioneered by Boston psychoanalysts in the training of groups. The three groups which met each morning of the workshop represented a combination of the first and third approaches. Participants were helped to re-examine themselves as group members, their prejudices, their attitudes toward other people, their attitudes toward themselves. They also became sensitive to group processes and problems through analyzing the experiences they went through, day after day, during the four weeks. There is some evidence that these experiences did significantly modify the attitudes of many of the students. The "Rutgers" approach was utilized primarily in the afternoon and evening sessions.

The daily seminars, conducted by staff members and visiting resource people, helped students build up ideas and critical viewpoints toward the problems and processes of changing people and relationships among people. Evaluation data show that most of these seminars were effective learning experiences for most of the participants.

The common interest groups in the afternoon approached, in more traditional workshop fashion, ways of diagnosing and meeting problems which participants were concerned with in their home settings, problems of personnel relations, intergroup relations, adult education, community organization, methods of conducting meetings, methods of evaluating programs and performance, etc. These groups, together with personal consultations, were designed to help students develop practical plans and strategies for applying workshop learnings when they returned home.

One aspect of the afternoon program was particularly exciting--a six-hour role-playing of a community action program--a school development program in Centertown, a "constructed" community--in which everyone, staff and participants, took part. "Community action strategy" is a hard concept to get across vividly and dramatically so that it penetrates into students' muscles and glands as well as into their vocabularies. Some real headway seems to have been made on this training problem.

B. Faculty Conference on Improvement of Human Relations Instruction and Other Work with Faculty Groups.

1. Volunteer Faculty Conference. On February 19, 1955, seventy faculty members from fifteen schools and colleges at Boston University met voluntarily to consider ways of teaching human relations more effectively. Much of the day was spent in small groups working on problems of teaching method, of goals and standards in human relations instruction, and of using field experiences to supplement classroom instruction. The meeting proved to be very productive and evaluation data collected at the end of the conference indicate a high degree of satisfaction with the conference.

Further indications of the effectiveness of the conference are: unanimous recommendation by those present that the Center sponsor a more extensive program of faculty conferences and seminars on human relations education during 1955-56; and three additional meetings of the goals and standards group from the conference (with added members) on campus since February 19. (A full description of this conference is available as a Center publication, "Training Reports and Items", No. 106.)

2. A small faculty group met in late March to discuss problems of using the case method in teaching human relations. This group plans to increase its membership and hold further meetings next fall.

3. On April 25, the Director of the Human Relations Center conducted a training session at Boston University's Sargent College on problems of relationship between physical therapy instructors, clinical supervisors in hospitals in which Sargent students are placed for clinical practice, and Sargent seniors in physical therapy. The success of this venture indicates that the Center might well work, on request, not only with inter-school and interdepartmental groups of faculty members, but with groups of faculty members from the same school as well.

4. Throughout the second semester, Joseph Hozid, Center Fellow in sociology, has been studying relations between student doctors at Boston University and their patients in Boston's South End. The results of his study will be made available to faculty members of the School of Medicine, in evaluating and improving their program for training medical students in family care.

C. New Instructional Offerings in Human Relations

1. Seminars for the Fellows and Other Graduate Students

Each Center Fellow has participated in two year-long seminars, along with a limited number of other qualified graduate or professional students.

a. The Pro-Seminar in Human Relations

The Pro-Seminar was designed as an intensive effort to formulate and test theories of change and of changing human behavior and relationships. It is believed that a theory to be adequate must be cross-disciplinary, that is, it must draw upon a number of scholarly fields which have studied change processes from special points of view. To facilitate this work, the Center assembled a cross-disciplinary staff during 1954-55 to plan for and to conduct the seminar: Kenneth D. Benne, Director of the Center; Saul Bernstein, Social Group Work; Robert Chin, Psychology; James Skinner, Psychiatry; and Frank Sweetzer, Sociology.

The Seminar, staff and students, met for three hours each week; the staff for two hours of outside preparation. The methods used were various -- reading and discussion, case studies, sub-committee reports, etc. The effort was always to develop a set of concepts about change and changing which integrate the approaches of the various disciplines concerned and which guide the change-agent in sizing up a change-situation accurately and in intervening in it intelligently. A 130 page summary of the first year's findings of this Seminar has been compiled.

b. The Practicum Seminar in Human Relations

This seminar was designed to give students knowledge of and guided practice in three kinds of practical work: human relations training; consultation; and applied research. Each student undertook to carry out one or more field projects to give him experience in each of these three areas of application. The seminar time, two hours each week, was used to help each student in the planning and evaluation of his projects, to develop skills for carrying out the projects, and to develop common understandings with respect to the problems of applying social and psychological knowledge to practical human relations situations. This Seminar was conducted by Kenneth D. Benne, Director of the Human Relations Center.

The practicum projects of the Center Fellows are reported later in connection with a description of field services of the Center. A note here on the other students in the practicum and their activities may be of interest. In addition to the Fellows, the practicum during the first semester included: a lawyer, a counselor from a girls' dormitory at Boston University, a counselor from one of Boston University's undergraduate colleges, a librarian, and two workers from public school systems in the Boston area. The projects undertaken by these students include: training of law students in counseling laymen in trouble about the legal aspects of their problems; training dormitory students for participation in self-government of their dormitory; training librarians for work with young people; training American college students to learn optimally from association with foreign students and vice versa; and training teachers in ways of collaboration with administrative and school committee personnel in meeting a controversial issue.

Some preliminary work has been done in developing a case book of training, consultation, and applied research experiences out of the practicum projects.

2. Professor Paul Deats initiated a course, "Intergroup Relations on the Campus", in the School of Theology during the second semester, 1954-55. The Director of the Human Relations Center helped in planning and conducting this course.

3. Norman Berkowitz, Fellow of the Human Relations Center in Psychology, 1954-55, conducted a course initiated by the Department of Psychology for student leaders in Boston University during the second semester, 1954-55. The Offices of Dean of Women and Dean of Men assisted in recruiting able leaders for the course. Preference was given to students below the Senior Year so that their training might be used in campus organizational work next year. The students in this course helped to conduct leadership seminars for student leaders from all parts of Boston University, to be described later.

4. Donald Davidson, Fellow of the Human Relations Center in education, 1954-55, initiated and conducted a course in human relations and leadership for junior students in Sargent College, Boston University, at the request of Dr. George Mackechnie, Dean of Sargent College.

D. Center Staffing of Continuing Offerings

1. Francis Hurwitz, Executive Secretary of the Human Relations Center, continued his course, "Problems in Intergroup Relations", both the first and the second semesters, at the School of Public Relations and Communications of Boston University.

2. Norman Berkowitz, Center Fellow, taught a course in human relations, with emphasis on group and intergroup relations, in the University Evening Division both the first and the second semesters.

E. Work Through and With Student Organizations

1. Brotherhood Council and Panel of Americans

The Director of the Center worked in an advisory capacity to the Brotherhood Council of Boston University. The Council is a joint body of students, with representation from the three student religious associations on the campus and from the association of foreign students, which seeks to stimulate human relations programs in their member organizations and in the student body as a whole. Activities of the Council this year included a number of seminars for Council members, a Brotherhood Banquet for University students, a meeting of student leaders from surrounding colleges and universities to discuss human relations problems on their campuses, and sponsorship of Panel of Americans at Boston University.

The Panel of Americans provides interfaith and interracial teams of students to conduct programs on intergroup relations. This year's Panel made ten appearances before community and student audiences. The Center supported the Panel by paying a small stipend to its student director, Haziah Williams.

2. Discrimination Committee of Student Faculty Assembly

Professor Chin worked closely with the Discrimination Committee of the Student-Faculy Assembly of Boston University. The Committee studied intercultural living in Boston University dormitories and made plans for its improvement.

3. Training of Student Leaders at Boston University

a. The course conducted by Norman Berkowitz, Center Fellow, for campus student leaders has already been noted.

b. The Director of the Center, Professor Chin, Norman Berkowitz and the students of his leadership class assisted the Student Faculty Assembly and the Offices of the Dean of Men, of the Dean of Women and of Student Organizations in planning and conducting a series of three leadership seminars for next year's student leaders at Boston University. These seminars stressed the responsibilities of leaders of student organizations, the duties and problems of officers and committees, and the knowledges and skills required for effective work with groups.

c. Paul Abels and Walter Benecke, Center Fellows in social work, planned and conducted a series of training seminars for 1955 student officers and leaders in the School of Social Work.

d. The Center provided consultation on leadership training for student leaders in the Hillel Foundation at Boston University.

e. The Director of the Center and Professor Chin provided consultation and assistance to the counselors in the girls' dormitories in dealing with problems of dormitory living.

F. The Fellowship Program

Instructional activities in which this year's Center Fellows took part have already been noted. Service and research activities in which Fellows participated will be noted in later sections of this report. Because the Fellowship Program occupies a strategic plan in Center plans and programs, a note here about its rationale is in order at this point.

The basic approach of the Fellowship Program is to assist able students in various graduate disciplines and professional fields in developing a sub-specialization in human relations as part of their program for a regular advanced degree in their chosen field. From the very beginning of the Center, "human relations" has not been seen as one "specialism" among others. Rather the Center has operated on the assumption that a leader in human relations should be grounded in a recognized discipline in the human sciences and/or in one or another field of professional social practice. The effectiveness of human relations leaders depends upon their ability to meet in their roles both the institutional expectations of their academic and professional colleagues and of the lay clients they serve. This effectiveness will, it is believed, be greater if their "human relations" expertness is integrated with better established and recognized roles like "sociologist", "psychologist", "social worker", "educator", etc.

The Fellowship Program has been designed as a strategic element in the overall mission of the Center. The three main concerns of the Center are with programs of instruction, research, and field service in group and intergroup relations. Fellows of the Center contribute to each of these programs as part of their graduate or professional training.

G. Highlights of Next Year's Program in Instruction

a. Five new fellows have been selected and the fellowships of two of this year's fellows renewed. We are still far short of our goal of ten new fellows each year. The goal seems sound but thus far funds are not available to implement it fully. Two named fellowships are available for next year -- the Lt. Hirschel Gutman Fellowship, which has been renewed for the second year, and the Eda Hurwitz Fellowship, established by the friends and relatives of the late Mrs. Frank Hurwitz.

b. The two seminars in human relations will be continued. Students from fields of study not represented in this year's seminar will be recruited. A publication from each seminar will be shaped up at the end of the year.

c. Two faculty conferences and three seminars for faculty members, designed to extend and improve the University's programs of instruction in human relations will be conducted next year.

d. The Director of the Center has consulted with the faculty of Boston University's Junior College on a program to improve instruction in Junior College. He will assist in a Fall Conference designed to serve this purpose and in conference follow-up work.

e. The Center will continue to offer consultation and program services to student organizations at Boston University. Staff assistance to Brotherhood Council and Panel of Americans will be unified and the 1955-56 staff assistant, Mr. Travis Barnes, will work closely with the Human Relations Center.

III. CONSULTATION AND PROGRAM SERVICES TO AGENCIES AND ORGANIZATIONS

A. The General Picture of Center Field Services, 1954-55

The number of requests for services from the Center increased from ninety in 1953-54 to one hundred and fifty in 1954-55. We were able to comply with approximately one hundred and thirty of these requests as over against eighty for 1953-54.

In addition to an increase in the volume of this year's field services, three main additional differences are observable:

1. There has been a spread of service requests and services rendered to various new areas of community life.

2. The Fellows were able to enrich the field services qualitatively as well as to increase them quantitatively.

3. More of the services rendered were paid for than during the last year. Yet many of the most worthy service requests received, as well as those most useful for the training of Fellows and other students, have come from organizations which are unable to pay consultant fees. A better defined procedure for screening service requests, both those which offer pay for services and those which do not, is probably needed.

In the summary of services rendered, those which took less than three hours of time have been excluded. Services to other parts of Boston University are not included here, since the major ones of these have been noted in Section II of this report. Consultation on research programs will be included in Section IV. Services have been classified primarily according to the social function fulfilled by the agency or organization receiving the service. They have been further classified, where useful, into "local and State" and "regional and national" services. The approximate number of man-hours supplied by the Center staff and fellows is indicated by a numeral in parentheses following each listing.

B. Health

1. Local and State

a. Committee on Patient Education of the Greater Boston Area. (7 hrs.)

Consultation on plans for and leadership in conducting a one day institute for nurses from nine Boston hospitals on the educational function of the nurse, particularly in out-patient departments and clinics.

Held at M.I.T., October 18, 1954.

b. State Nurses Association of Massachusetts (7 hrs.)

Help on planning and conducting a panel on the nurse's responsibilities and functions with respect to problems of juvenile delinquency. The panel was part of the program of the state nurses' convention.

Held at Swampscott, October 25, 26 and 27, 1954.

c. Mental Health Association of Massachusetts (10 hrs.)

Consultation on teachers' institutes conducted by the Association, especially on functions and training of group observers.

Leadership in Institute at Beaver Country Day School, September, 1954.

d. Boston University Nursing Alumnae (4 hrs.)

Helped to plan and conduct meeting for B. U. Nursing Alumnae on the community relations problems and roles of the nurse and the nursing profession.

Held at B. U. School of Nursing, March 21, 1955.

e. Conference on Group Therapy, sponsored by Mass. Council of Churches and New England Medical Center (6 hrs.)

Helped to plan and chaired a panel meeting of psychiatrists, hospital chaplains, social workers and clinical psychologists on "The Group as a Medium of Reeducation."

Held at New England Medical Center, June 20, 1955.

2. Regional

a. New England Health Educators' Conference (9 hrs.)

Helped to plan and conduct a training conference on groups and group procedures for the annual meeting of the regional association of health educators.

Held at Groton, Mass., May 6 and 7, 1955.

C. Public School Education and Parent Teacher Organizations

1. Local and State

a. Conference of the Staff of the Mass. State Department of Education (4 hrs.)

Leadership in Conference of State Department staff and representatives from State Teachers Colleges on relations of State Department personnel to local school systems and programs.

Held at Boston Teachers College, January 19, 1955.

b. South Shore Elementary School Principals Meeting (5 hrs.)

Helped to plan and conduct a training session for South Shore Elementary Principals on the role of the school principal in dealing with parents and public.

Held at Quincy, January 31, 1955.

c. State Branch of National Vocational Guidance Association (5 hrs.)

Helped to plan and conduct a training session for guidance and vocational guidance personnel of the area on groups and group leadership.

Held at Shelton Hall, Boston University, March 9, 1955.

d. Mass. State Elementary Principals' Association (10 hrs.)

Consulted on the planning of four workshops at state meeting of elementary principals of Massachusetts and conducted the workshop on "Communication".

Held at University of Massachusetts, Amherst, April 5 and 6, 1955.

e. Local PTA Programs (18 hrs.)

Leadership in local PTA programs on human relations at Winthrop, Newton (2), and Natick.

f. State PTA (3 hrs.)

Consulted with Mrs. Charlotte Ryan of the State PTA on plans for a state-wide conference of PTA council presidents to be held in the Fall of 1955.

g. Conference on "Community Conferences in Education" (3 hrs.)

Helped to conduct a conference for lay and professional leaders in public schools on problems of conducting community conferences on education. Sponsored by the State School Board's Association and Boston University School of Education.

Held at Boston University, June 6, 1955.

2. National

a. American Association of Colleges for Teacher Education (10 hrs.)

Prepared and presented cases re teachers trying to teach about religion in the schools at national meeting of AACTE in Chicago, Illinois, February 25, 1955.

b. Religion and Teacher Education Project (20 hrs.)

(1) Consultation with faculty of North Texas State College at Denton, Texas, March 4 and 5, 1955.

(2) Consultation with faculty of University of Kentucky at Lexington, Kentucky, April 22-24, 1955.

c. Committee on Art Education (10 hrs.)

Planned and conducted a session for the annual international meeting of the Committee on Art Education, Museum of Modern Art, New York City, on "Art Education and Freedom of Choice", March 18, 1955.

D. Adult Education

1. Local and State

a. Massachusetts Association for Adult Education (8 hrs.)

The Director of the Center has served as a member of the Association's Executive Committee during 1954-55 and as consultant in planning for the autumn conference for 1955.

b. Boston Adult Education Center (25 hrs.)

The Director of the Center conducted a course on leadership at the Adult Education Center through the fall of 1954.

2. Regional and National

a. Center for the Study of the Liberal Education of Adults (20 hrs.)

(1) The Director of the Center has served as consultant on publications to CSLEA through 1954 and 1955.

(2) Helped to plan and conduct a regional conference of Evening College directors at Swampscott, October 23, 1954.

b. Adult Education Association of the U.S.A. (25 hrs.)

(1) The Director of the Center served on the Publications Committee of the AEA, helping to plan for ADULT LEADERSHIP and ADULT EDUCATION magazines and for the pamphlet series of AEA.

(2) The Director of the Center helped to plan and conduct two workshop session at the national meeting of the AEA in Chicago, Illinois, November 6, 7 8 and 9, 1954.

E. Social Work and Youth Serving Agencies Other Than Schools.

a. Roxbury Special Youth Project (14 hrs.)

Consultation on research plans and programs of Roxbury project on delinquency at a two day conference held at Osgood Hill, B. U. Conference Center at North Andover, Mass., December 3 and 4, 1954.

b. (Cambridge) Y. W. C. A. Training Institute for Youth Leaders (10 hrs.)

Planned and conducted a 3 session training institute for youth leaders of Cambridge drawn from Scouts, Y. W. C. A., settlements, etc. on problems of working with adolescents in groups and organizations.

Held at Cambridge Y.W.C.A., November 15, 22, and 29, 1954

c. Campfire Girls (14 hrs.)

(1) The Director of the Center has served on the Board of Campfire Girls of Greater Boston throughout the year, 1954-1955.

(2) The Center assisted in designing a program for training Campfire Leaders in methods of planning programs with girls. The training program was used first in Newton and later redesigned and conducted for Campfire leaders from the whole Boston area.

d. Social Work Placements of Center Fellows in Social Work

Paul Abels was placed in the Jewish Community Center at Brockton and Walter Benecke with the Children's Aid Association of Boston. Both of these placements, particularly that of Paul Abels, offered opportunity for applying human relations learnings.

e. United Community Services of Greater Boston (6 hrs.)

Consulted with UCS leadership in designing a conference of the delegate body of UCS on problems of a united fund, conducted a pre-conference training session for leaders (June 7, 1955) and helped to conduct the conference meeting (June 21, 1955).

F. Libraries

1. Local

a. Simmons College Library School (5 hrs.)

Planned and conducted a session on groups and group procedures for an international group of librarians from nine foreign countries at Simmons College, March 1, 1955.

b. Boston Public Library (30 hrs.)

(1) Continued work on follow-up of last Spring's institute program on intergroup relations, Expanding Horizons, (See First Annual Report of the Center) and planned and conducted a follow-up meeting of institute participants, held at Boston University Faculty Club, June 1, 1955.

(2) Conducted a training session on human relations for young adult workers in the branch libraries.

Note: The 1954-55 Practicum, of which Mrs. Javelin of the Boston Public Library was a member, advised Mrs. Javelin on a number of meeting and conference problems during the year.

2. Regional and National

a. New England Librarians' Conference (8 hrs.)

Helped to plan and conduct a workshop meeting on the role of the librarian in community relations at the New England Librarians' meeting at Swampscott, Mass., October 19, 1954.

b. American Library Association (6 hrs.)

Consultation to ALA staff members on various projects involving human relations training.

c. Rutland (Vt.) Free Public Library Brotherhood Program (8 hrs.)

Helped to plan and conduct a workshop on intergroup relations at Rutland, Vermont, Library and follow up community brotherhood meeting, February 21, 1955.

G. Human Relations Committees, Councils, Agencies and Conferences

1. Local and State

a. Intergroup Relations Council (4 hrs.)

Helped to plan and conduct one regular meeting and the annual open meeting of I.R.C.

b. New Bedford Institute (10 hrs.)

For the second year, helped to plan and conduct a three-session, human relations institute in New Bedford, sponsored jointly by the Y.W.C.A., Y.M.C.A., Jewish Community Center, and Council of Churches, January 26, February 2 and February 16, 1955 .

c. Local Human Relations Councils and Committees (30 hrs.)

During the year, the Center gave consultation to the Cambridge Civic Unity Committee, the Brookline Community Relations Committee and the Boston Civic Improvement Committee on a variety of problems and projects.

d. N.A.A.C.P. (4hrs.)

Helped to plan and to conduct a penel at Robert Gould Shaw Settlement House in Roxbury, April 13, 1955.

e. American Jewish Committee (5 hrs.)

Helped to plan and conduct part of the program for the Spring Meeting of the Committee (Panel of Americans), May 4 1955.

f. National Conference of Christians and Jews (11 hrs.)

In addition to work on Expanding Horizons (See Section III, F. above), which was jointly sponsored by N.C.C.J., the Center has consulted with the regional (and also national) leadership of N.C.C.J. on a number of projects, including meetings of the Conference educational committee, Harvard Teachers Association program, and a training program for parent leaders in Newton.

2. National

a. National Assoication of Intergroup Relations Officials (15 hrs.)

The Director of the Center has served as vice-chairman of the NAIRC commission on "Nature, Theory and Scope of Intergroup Relations"; prepared and delivered the paper for NAIRO's first session on interregligious tensions at the national meeting in Boston, November 17, 1954; and assisted the NAIRO Committee on Research.

b. National Training Laboratories(30 hrs.)

(1) The Director of the Center is a member of the program committee and liaison member of the advisory committee of NTL.

(2) The Director of the Center helped to organize and served as co-chairman of the first meeting of representatives of summer human relations laboratories and human relations centers, convened by NTL, in New York City, January 29 and 30, 1955.

c. Human Relations Conference (15 hrs.)

The Director of the Center served as consultant to a three-day national Human Relations Conference, concerned with the case method of teaching human relations, held at the University of Kansas, Lawrence, Kansas, April 2, 3, and 4, 1955.

H. Civic Organizations and Agencies

1. Local and State

a. League of Women Voters of Newton (6 hrs.)

Helped to plan and conduct a one-day institute for leaders, recorders and resource persons in the 1954-55 discussion program of the League.

Held at Newton, September 22, 1954.

b. State League of Women Voters (10 hrs.)

Helped to design and conduct a one-day institute for training interviewers for the League's economic opinion study and for training local leaders to train other local interviewers.

Held at Boston, December 3, 1955.

2. National

a. UNESCO National Commission (20 hrs.)

Participated in national meeting for launching the UNESCO program of Citizen Consultations, Washington, D.C.,September 10 and 11, 1954, and co-sponsored and helped to plan and conduct the Boston University Citizen Consultation Project, led by

Boston University's Department of Government, in a series of four Saturday morning meetings held during April and May.

b. Supreme Council of B'nai B'rith Women (6 hrs.)

Helped to plan and conduct a workshop session on training in conference planning for Supreme Council of B'nai B'rith Women.

Held at Washington, D.C., April 17, 1955.

I. Agricultural Extension Service

a. Group Procedures Conference (30 hrs.)

Helped to design, conduct and evaluate a state-wide Group Procedures Conference for lay leaders and professionals in the State Agricultural Extension Service.

Held at University of Massachusetts, Amherst, Mass., February 3 and 4, 1955.

J. Religion

1. Local and State

a. Newtonville Methodist Church University of Life (3 hrs.)

Conducted a session on human relations for the adult group of the Newtonville University of Life Program, March 20, 1955.

b. New England Conference of the Methodist Church - Young Adult Group

Helped to design and conducted a dicussion program on "Can Christianity Be Contemporary?"

Held at Westfield, Mass, May 28 , 1955.

2. National

a. Council of American Rabbis (12 hrs.)

Helped to design and conducted a training workshop on the role of the rabbi in relation to groups,as part of the annual conference of Reformed Rabbis in (C.C.A.R.), in Pike, New Hampshire, June 24, 1954.

b. Board of Missions of the Methodist Church (8 hrs.)

Helped to design and conducted a training meeting for board members and staff of the Methodist Board of Missions in New York City, September 15, 1955.

c. National Council of Churches of Christ in America

(1) Division of Christian Education, Professors and Research Section (20 hrs.)

Acted as consultant through two days of Section Meetings on problems of communication in religious education.

Held at Cincinnati, Ohio, February 8 and 9, 1955.

(2) Group Procedures Conference (36 hrs.)

Consultant to a NCCC planning committee in designing a "Group Procedures Conference" for members of the Executive Staff of the Council to be held in September, 1955. This project has involved a series of consultations in Boston and New York City. The Director of the Center will serve as training leader for the conference.

d. Pacifist Fellowship of the Unitarian Association (5 hrs.)

Designed and conducted a conference on "Social Science and Pacifism", Boston, May 19, 1955.

e. World Council of Churches Commission on Faith and Order (4 hrs.)

Participated as a consultant in preparing discussions of needed studies of non-theological factors in religious division and unity.

Held at Boston University, May 18, 1955.

K. Business, Industry and Labor

a. Massachusetts Society of Training Directors (6 hrs.)

Designed and conducted a training session for training and personnel directors of the Boston area to exemplify the "laboratory" method of human relations training.

Held at Boston, January 25, 1955.

b. Boston Junior Chamber of Commerce (6 hrs.)

Designed and conducted one of a series of three training sessions for 1955 leaders (officers, board members and committee chairmen) of the Boston Junior Chamber of Commerce.

Held at M.I.T., April 20, 1955.

e. Conference on Labor and Human Relations (30 hrs.)

Co-sponsored, with Boston Labor Committee to Combat Intolerance, a one-day conference of union leaders from the Boston area, and furnished leadership personnel for the conference.

Held at Boston University, May 7, 1955.

L. Mass Media Programs

a. Civil Rights Week (4 hrs.)

Helped to develop, along with I.R.C. and WBUR, a taped program on civil rights which was distributed for broadcast to all major radio stations in Massachusetts during Civil Rights Week, December, 1954.

b. Human Relations Series on WBUR (16 hrs.)

The Executive Secretary developed a series of programs on the Human Relations Center which were broadcast on Monday evenings, April 4 through May 23, 1955 over WBUR. Center personnel (as well as other University and community leaders) participated in the programs.

c. Channel 2- WGBH-TV (20 hrs.)

(1) Consultation on youth programs for Channel 2.

(2) The Director of the Center is now moderating a series of weekly film and discussion telecasts on "Your Growing Child" for WGBH-TV. The series began on May 3 and will continue through the summer.

M. Highlights of the Field Service Plans for 1955-1956.

The Center plans to continue to meet service requests from agencies and organizations in the various areas of community life it has already served. The number of requests it can meet depends, of course, upon personnel available in the Center staff and fellows. Where choices must be made among requests, a higher priority will be given to those which best serve the training and research needs of Center Fellows and the long-range interests of the Center, in terms both of research and teaching objectives and community support. The Center is now engaged in evaluating the effectiveness of its program. Recipients of major blocs of Center service time during the past two years are being asked to evaluate the services they have received and to suggest improvements. These suggestions should help to clarify and correct Center service policy for the future.

Six highlights of the Center service program for 1955-56 deserve special notice:

1. Training Seminar for West-European Industrial Trainers

From July 11 through July 15, thirty West Europeans with responsibilities for training in industry will assemble at Osgood Hill, Boston University's Conference Center at North Andover to study methods of human relations training. The group includes personnel workers, psychiatrists and psychologists from Austria, France, Belgium, Holland, England, Denmark and Norway. Staff will include the Director of the Human Relations Center and faculty members from Harvard Business School, Massachusetts Institute of Technology, and Cornell University Labor-Management School. This project will be undertaken by the Human Relations Center in collaboration with the National Training Laboratories.

2. Conference on Group Procedures for the Executive Staff of the National Council of Churches of Christ in America

From September 14 through September 17, the Center will conduct a training conference for fifty members of the executive staff of the National Council of Churches in Heightstown, New Jersey. This conference is the culmination of a series of consultations conducted by the Director of the Center with the National Council Staff, noted earlier in this section.

3. Clinic on Conference Planning for the Greater Boston Area

For two years the Director of the Center has collaborated with Conference Counselors of New York City in conducting a three-day clinic on problems of conference planning for leaders in industry, labor, health, religion, social welfare and various voluntary organizations. All of these leaders have encountered problems in organizing and conducting conferences and meetings. The aim of the clinic is to give expert consultation in ways of improving the efficiency and effectiveness of the conferences and meetings which these leaders plan and conduct as part of their work.

Plans are now underway to conduct a similar clinic for the Greater Boston and New England area. This clinic will be undertaken in collaboration with Conference Counselors of New York City.

4. Seminar for Training Personnel Directors from Business and Industry in the Greater Boston Area.

Members of the Massachusetts Society of Training Directors have requested the Center to organize a continuing seminar with weekly meetings in methods of "laboratory" training in human relations, geared to the settings of business and industry. Plans are now being made to get this seminar started during the fall of 1955.

5. Study and Conference on Problems of Communication Between Youth Groups Conducted by the Community Relations Committee of Brookline

The Center Staff and Fellows are collaborating with the Community Relations Committee of Brookline in organizing a study of barriers to communication -- religious and socio-economic -- among groups of young people in Brookline. A community conference to consider the results of the study and to plan action to deal with problems revealed by it is also being planned. This promises to be a distinctive approach to the youth problem at the community level.

6. Television Series on Human Relations Problems

Preliminary discussions have been held concerning a television series on problems of human relations and ways of meeting these. It is probable that a series can be prepared by the second semester of 1955-56.

IV. RESEARCH PLANS AND ACCOMPLISHMENTS

A. Follow-up Report on Last Year's Research Investment

In the Annual Report of the Center for 1953-54, two small grants for research by the Center to faculty members of Boston University were noted.

1. Walter Weiss and Malcolm Klein of the Department of Psychology completed a study which has been reported under the title, "Knowledge of Majority Opinion as a Factor in Resistance to the Impact of a Communication". This report will appear in the Center pre-publication series on research to be described later. The study also fits into Professor Weiss' larger pattern of attitude research.

2. Professor Frank Sweetser of the Department of Sociology received a grant for an assitant and supplies to advance his "Metropolitan Boston Ecology Project". The social maps of the Boston area which have been completed will be published as part of the Citizenship Project, sponsored by the University's Department of Government.

B. Research Activities of 1954-55

Under the leadership of Professor Robert Chin of the Department of Psychology, who has served part-time as the Center's Director of Research, research consultation and planning have proceeded throughout the year with the assistance of one or more of the Center Fellows in most projects. The following listing summarizes the projects in research worked on during the year by the Center. The present status of each project is noted in connection with its descriptions.

1. Study of State Public Defense Agencies and Complaints of Discrimination

Request for this study came from the Committee on Civil Rights of the Jewish Community Council of Greater Boston. The study, designed by the Center in collaboration with JCC and the Massachusetts Commission Against Discrimination, projects a survey of how people in the Boston and Brookline areas perceive the state agencies against discrimination, and an analysis of the factors that prevent and facilitate greater use of the state agencies by persons who suffer acts of discrimination. This study is now pending due to lack of funds.

2. Study of a State Political Campaign to Achieve Anti-Discrimination Legislation

At the request of the regional office of the Anti-Defamation League of B'nai B'rith, the Center developed a plan for the study of shifting power relations in a campaign for legislation against discrimination in public accommodations (resort hotels and inns) in New Hampshire. The study was designed to analyze the effectiveness of campaign strategy and tactics in general and to feed back information to decision-strategy groups in the particular campaign as it progressed. The study was not conducted because funds did not become available.

3. Human Relations Between Automobile Drivers

Professor Chin made a general analysis of the automobile driver's behavior from the point of view of social communication involved in driver-driver relationships. The general analysis is complete and appears in the Center's pre-publication series on research.

A specific proposal for research to test hypotheses derived from the general analysis has been prepared. The Center is now seeking funds to support this study.

4. Interreligious Conflict

Professor Benne prepared a social-psychological analysis of conflicts between religious groups and organizations. This analysis appears in the Center's pre-publications series on research.

5. Historical Analysis of the Bureau of Intercultural Education

At the request of a committee of the Bureau, which is now winding up its work, the Center prepared plans and budget for an analysis of the Bureau's program during its history and of the effects of this program. Funds are tentatively committed for the pursuit of this project.

6. Relations of the Teen-Age Population to Social Agencies

At the request of the Lynn(Mass.) Jewish Community Center a study of Jewish teen agers' attitudes toward the Center and toward the adult Jewish community generally was designed in collaboration with the Jewish Center's professional staff and board. The board has endorsed the study in principle. It is being carried out partially by the Jewish Center staff in consultation with the Human Relations Center. The full-scale study will be carried out if and as funds become available.

7. Conference on Research Needs in Applying Social Science to Intergroup Relations

At the request of the national office of the American Jewish Committee, a design has been prepared by the Center for a conference between national leaders in social science and in various areas of intergroup relations practice on problems of translating scientific concepts and information into practice and on needed research upon these problems of translation and application. Funds are being sought from the Ford Foundation to support the Conference.

8. Evaluation of Human Relations Training

Building on evaluation efforts in "Expanding Horizons" and the Center's summer workshop last year, plans for an extensive and intensive evaluation of the summer workshop of 1955 have been worked out. Budget has been allocated to support the work of Professor Robert Chin and Norman Berkowitz, Center Fellow, in conducting this evaluation research. It is hoped that more general understanding of workshops and other "culture islands for change" will be yielded by this study, as well as practical guidance in improving the Center's workshop program.

9. Study of the Role of the Nurse in Hospital Out-Patient Departments and Clinics

A committee of the New England Conference for Public Health Nursing Education has collaborated with the Human Relations Center since April, 1955 in the pre-design of a study of the social system of the out-patient department (in its relations to the social system of the whole hospital) with special reference to the role(s) of the nurse in these social systems. Plans are being laid for the participation of eight cooperating hospitals in Boston in completing the design. Funds will be requested from the American Nurses' Association to support this study.

10. Study of Reported Instances of Discrimination Against Jews in Private Housing

The Anti-Defamation League of B'nai B'rith has collected several hundred reports of discrimination against Jews in private housing in New England. The Center is undertaking an analysis of the patterns involved in these reported instances. Funds are committed and the analysis is now underway.

11. Area of Concentration for Basic Research by the Center: Factors Related to the Social Sensitivity of Obersvers and Processes of Training Observers for Greater Social Sensitivity

Professor Chin has conducted an informal seminar throughout the year for Center Fellows and other graduate students in mapping this important area for future research studies. It is hoped that this area will become a major focus for basic research by the Center. Several simple hypotheses have been pre-tested. Study will be advanced by: doctoral dissertations, small researches by faculty members and fellows, and, hopefully, by a major project for which foundation funds will be sought. The research design for the summer workshop includes one study of social sensitivity, three doctoral dissertations have been planned for next year in this area, and Malcolm Klein, a graduate student in psychology, has been put on the Center research payroll for 1955-56 to assist Professor Chin in advancing research study and planning.

C. Highlights of Center Research Program for 1955-56

The actual program in research will depend in some large part on funds becoming available for one or more projects already planned. It is hoped to maintain a balance between applied and basic research in the Center's over-all program of research studies. Some projects may combine both. Research consultation and planning will also continue to require attention in Center activities.

The most likely pattern of next year's research program, judging by present predictions of financial support, is as follows:

1. Basic Research

   a. Study of Social Sensitivity of Observers (See B 11 above.)

2. Basic and Applied Research

   a. Study of the Role of the Nurse Within the Social System of the Hospital Out-Patient Department (See B 9 above.)

   b. Historical Analysis of the Bureau of Intercultural Education (See B 5 above)

3. Applied Research

   a. Evaluation of Human Relations Training (See B 8 above)

   b. Study of State Public Defense Agencies and Complaints of Discrimination (See B 1 above)

   c. The Relations of Teen Agers to Social Agencies (See B 6 above)

4. Conference and Consultation on Research in Human Relations

   a. Conference on Application of Social Science Knowledge to Intergroup Problems (See B 7 above)

V. AFFILIATES OF THE HUMAN RELATIONS CENTER, 1954-55.

In addition to Staff and Fellows who receive financial support from the Center, our policy provides for informal affiliation of visiting scholars in human relations for varying periods of time. The Center assumes no obligations for the financial support of affiliates. It does provide work space, library facilities, and assistance in arranging for consultation and the use of resources in the Boston area which may be helpful in the scholar's work. The Center has had three affiliates during 1954-55.

1. Mr. Gleen Houde came to the Center as a Ford Foundation Fellow in Human Relations. Mr. Houde is an English teacher in the Portland (Oregon) Public Schools. His primary mission was "to investigate the area of group dynamics and its implications for the secondary school program, particularly for the development and training of students in leadership". Mr. Houde was at the Center for seven weeks, beginning in early October, 1954. He occupied a desk in the Center Fellows' room, took part in the Center seminars, used the Center and other Boston University libraries, participated in field service projects, and became a giving and receiving member of the Center family. He evaluates his affiliation with the Center as highly productive and satisfying.

2. Dr. Hans Kaehler, Director of the Office of Youth Services in Bremen, Germany, was affiliated with the Center from October 10 to October 17. Dr. Kaehler was supported by the Foreign Leader Program of the Department of State and his American itinerary was arranged by the National Social Welfare Assembly. Dr. Kaehler used his affiliation to visit various youth projects in the Boston area and to study the program of the Center.

3. Professor Robert Bream of Lehigh University spent two days at the Center, December 15 and 16, in study and consultation concerning his projected half year in Australia as a Fulbright Scholar there. Professor Bream's mission in Australia is to work with teachers in developing human relations instruction in the Australian schools.

Our productive and happy relationship with the Center affiliates this year supports continuation and extension of our affiliate program. Overtures have been made concerning possible affiliations next year by the Dean of the College of Education of the University of Kentucky in behalf of one or more faculty members and by the advisor to the Ford Foundation Fellows in Human Relations.

VI. THE BRIN MEMORIAL COLLECTION OF HUMAN RELATIONS MATERIALS

Since the last report, the basic collection of books (and bound volumes of magazines) has been increased from 70 to 250 volumes. These have been purchased in duplicate -- one copy placed in Chenery Library, the other in our seminar room at Center headquarters. The items chosen from our longer list of over 2000 items have been selected with three major criteria in mind: Use by members of the two seminars, students and faculty; use as a library for the summer workshop; and use by the Fellows in their research work. In addition to these uses, the collection in the Center has been used extensively by other students at the University and, to someextent, by other faculty members.

Hesung Koh, graduate student in sociology, has continued to work in building up the vertical file of pamphlet and other ephemeral material. Mrs. Koh has established a relationship between the Center and about thirty organizations and agencies in the field of human relations study and practice. In this relationship a regular exchange of publications is effected. A rather extensive collection of reports, studies and pamphlets has been accumulated in this way. Mrs. Koh has

put these into order for ready use by students, faculty members, and community leaders. These "practical" materials will also be available as part of the library of our summer workshop.

One tape recorder has been bought out of Brin Funds for training and research use by the Center. A small tape library has been started and merits extension.

The main needs of the Brin collection are for funds to increase the basic collection, to build up back files of magazines and current subscriptions, and to collect and, in some cases, to develop aids (films, kinescopes, tapes, etc.) for human relations education and training.

VII. PUBLICATIONS OF THE CENTER

The Center launched two pre-publication series this year. The names and announced descriptions of the two series follows:

"Training Reports and Items -- This series... contains descriptions of training programs conducted under the auspices of the Human Relations Center, as well as progress reports on the development of Center policies and programs".

"Research Reports and Technical Notes -- This series... is intended for pre-publication distribution of Center researches and theoretical analyses in order to obtain comments and criticisms from leaders in the human relations field."

Training Reports and Items already issued or projected have been numbered from 101 for ready references.

101 - Orientation Statements on Center Purposes and Policies -- Harold Case and Kenneth D. Benne (Available)

102 - Summary Report on Founders' Day Institute, 1954 - Frontiers in the Study of Human Relations. (In preparation)

103 - First Annual Report by the Director of the Center (Available)

104 - Description and Evaluation of Summer Workshop - 1954 (In preparation)

105 - Interim Report on the Fellowship Program (Available)

106 - Report of Faculty Conference on the Improvement of Human Relations Instruction (Available)

107 - Second Annual Report by the Director of the Center (Available)

108 - Analysis of the Consultant Role by the Practicum Seminar, 1954-55 (In preparation)

Research Reports and Technical Notes already issued or projected have been numbered from 1 for ready reference.

1.- Report on Research Policies of the Human Relations Center (In preparation)

2.- Knowledge of Majority Opinion as a Factor in Resistance to the Impact of a Communication (In Preparation)
Walter Weiss and Malcolm Klein

3.- Problems of Social Communication Between Drivers (Available)
Robert Chin

4.- Comments on a Home Base Training Group (In preparation)
Norman Zinberg and Kenneth D. Benne

5.- Notes on the Methodology of Evaluation Research (In preparation)
Robert Chin

6.- An Approach to Problems of Interreligious Conflict (Available)
Kenneth D. Benne

7.-Social Sensitivity of Observers as a Field of Research (In preparation)

8.-Evaluation of the Summer Workshop on the Improvement of Human Relations, 1955 (Projected)

There has been an increasing demand for Center publications from scholars and practitioners in various parts of the country and abroad.

VIII. BUDGET AND BUDGET PROBLEMS

The Center operated during the year, 1954-55, on a corrected budget of $44,850. Actual expenditures from July 1, 1954, through May 31, 1955, were $29,756.28. Estimated expenditures for the period June 1 to June 30, 1955, are $2,000.00. Actual income from July 1, 1954 through May 31, 1955, including balance from last year, general gifts, service fees, and contributions specifically for fellowship program totalled $21,742.90. Estimated income for the month of June, 1955, is $3500. This means that the Center operated during 1954-55 with an approximate deficit of $6500.

The Center is proposing a budget for next year of $46,037, details of which are summarized on a separate page. To make up last year's deficit, the Center must obtain an income of $52,537 during 1955-56. As shown on a separately distributed estimate of income for 1955-56, $23,000 must be raised through general gifts and contributions and $15,000 through contributions to the fellowship program.

Actual pledges against the $23,000 now total $8500. Actual pledges against the $15,000 now total $3,500.

February 27, 1956

MEMORANDUM

FROM: Ernest Brown, Chairman

RE: 1956 Leadership Clinic

Enclosed please find a program and a pre-registration card for the 1956 Leadership Clinic. We hope you will be able to find time in your busy schedule to attend these sessions and to catch up on the latest happenings in the field of human relations. We invite you to attend all four of the clinic sessions, though your participation at individual sessions is also encouraged.

Please fill out the enclosed card and return it to the Commission on Community Relations as soon as possible. Also, please note on the card the number of friends you are planning to bring with you. Admission is free, and attendance is open to the public.

COORDINATING COUNCIL ON HUMAN RELATIONS
of the
CITY OF DETROIT COMMISSION ON COMMUNITY RELATIONS
1106 Water Board Building
Detroit 26, Michigan
Wo. 3-9550

You and your friends are cordially

invited to attend the

1956 LEADERSHIP CLINIC

on

"Emerging Realities In Human Relations"

sponsored by

COORDINATING COUNCIL ON HUMAN RELATIONS

of the

DETROIT COMMISSION ON COMMUNITY RELATIONS

PLACE: VETERANS' MEMORIAL BUILDING

TIME: 9:30 A.M. - 12 NOON

DATES: MONDAY, MARCH 5, 1956

MONDAY, MARCH 12, 1956

MONDAY, MARCH 19, 1956

SATURDAY, MARCH 24, 1956

The Leadership Clinic is designed to bring information and points of view on the latest developments in the field of human relations to the attention of people occupying positions of leadership and influence in the community and to people at other levels of experience who have an interest in this important field. Those who attend will have an opportunity to listen to presentations from top-flight Consultants of national repute and to participate in the small group discussions that will follow these presentations.

It is the hope of the Leadership Clinic Committee that out of this interchange of opinion and thought there will come some instruction and some direction for next steps to be taken to strengthen the quality of democratic living in our community.

PROGRAM

MONDAY, MARCH 5, 1956

TOPIC: "The Overview of Human Relations Today"

SPEAKER: Dr. Dan Dodson, Professor of Education, New York University

CHAIRMAN: Ernest Brown, Jr., Vocational Director, Detroit Urban League; Chairman, 1956 Leadership Clinic

MONDAY, MARCH 12, 1956

TOPIC: "Human Relations and Social Services" The Role of Social Services in Promoting and Practicing Good Human Relationships

MODERATOR: Dr. Robert Frehse, Director, Detroit Round Table

PANEL: Mrs. Arnette Burwell, Director of Training, Detroit Department of Public Welfare; Dr. Charles Lebeaux, Assistant Professor, Wayne University School of Social Work; Miss Anna Peck, Membership and Fellowship Director, Detroit YWCA; Dr. Morton Sobel Director, Anti-Defamation League, B'nai B'rith

CHAIRMAN: Emeric Kurtagh, Director, Neighborhood Service Organization

MONDAY, MARCH 19, 1956

TOPIC: "Purposes and Functions of Michigan Fair Employment Practices Legislation"

SPEAKER: John Feild, Director, Michigan Fair Employment Practices Commission

CHAIRMAN: Mrs. Olive Beasley, Director, Freedom Agenda.

SATURDAY, MARCH 24, 1956

TOPIC: "Emerging Political Influence on Human Rights"

SPEAKER: Clarence Mitchell, NAACP Legislative Representative, Washington, D.C.

CHAIRMAN: Mrs. Geraldine Bledsoe, Chief of Minority Services, Michigan Employment Security Commission

PARTIAL LISTING OF CONSULTANTS AND DISCUSSION LEADERS FOR THE CLINIC

John Bartholomew, Sophie Wright Settlement House
Mrs. Olive Beasley, Freedom Agenda
Mrs. Betty Becker, Detroit Board of Education
Miss Dorothy Bendix, Detroit Public Library
Mrs. Lillian Hatcher, UAW-CIO Fair Practices Division
Merle Henrickson, Serve Our Schools Committee
Edward Hodges, Michigan Fair Employment Practices Commission
Mrs. Fred Huber, League of Women Voters
Arthur Johnson, NAACP
Dr. Edgar Johnston, Department of Education, Wayne University
Walter Klein, Jewish Community Council
Richard Marks, Commission on Community Relations
William Price, Detroit Urban League
Rev. Sheldon Rahn, Detroit Council of Churches
Dr. Mel Ravitz, City Plan Commission
William Seabron, Michigan Fair Employment Practices Commission
Mrs. Arthur Vanderberg, Detroit Council, P.T.A.
Miss Jean Wayman, Oakland County Girl Scouts
Gerald White, Assistant to the Attorney General, State of Michigan

LEADERSHIP CLINIC COMMITTEE

Mrs. Olive Beasley, Freedom Agenda
Mrs. Geraldine Bledsoe, Michigan Employment Security Commission
Mrs. Lillian Hatcher, UAW-CIO Fair Practices Division
Miss Mary Hyland, United Community Services
Emeric Kurtagh, Neighborhood Service Organization
Mrs. Pearl McNeil, United Church Women
Rev. James Wadsworth, NAACP
Ernest Brown, Detroit Urban League, Chairman

COMMISSION ON COMMUNITY RELATIONS STAFF CONSULTANTS

Richard Peck, Education Representative
Mrs. Beulah Whitby, Assistant Director

I plan to attend the 1956 LEADERSHIP CLINIC

			No.	
All Four Sessions	_____	with	_____	others
Monday, March 5, 1956	_____	with	_____	others
Monday, March 12, 1956	_____	with	_____	others
Monday, March 19, 1956	_____	with	_____	others
Saturday, March 24, 1956	_____	with	_____	others

NAME _____

ORGANIZATION _____

NEW YORK UNIVERSITY
SCHOOL OF EDUCATION
WASHINGTON SQUARE, NEW YORK 3, N.Y.

CENTER FOR COMMUNITY AND SCHOOL SERVICES

TELEPHONE: SPRING 7-2000

FBR

May 24, 1956

RECEIVED MAY 28 1956

Mr. George S. Mitchell
Executive Director
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Mitchell,

As Dr. Dodson is out of town, he has asked me to write to you to thank you for your consideration in sending him the list of Southern Regional Council members. We have sent announcements of the summer program to them, and hope that we may have the pleasure of meeting some of them during the summer.

Sincerely,

Betsy Altman

(Mrs.) B. Altman
Secretary
Center for Community Services

NEW YORK UNIVERSITY
SCHOOL OF EDUCATION
CENTER FOR HUMAN RELATIONS STUDIES
WASHINGTON SQUARE, NEW YORK 3, N.Y.

TELEPHONE: ALGONQUIN 4-0634

January 19, 1955

Mr. Frederick B. Routh
Assistant Director for State Organization
Southern Regional Council, Inc.
63 Auburn Avenue, N. E. (Room 432)
Atlanta 3, Georgia

Dear Fred:

From your letter of January 11 I can see that you have been busy. I was most grateful to you for sending the news and am glad indeed to know that you feel that the work goes forward.

Franklin Patterson is with Dan in the newly created Center for Community and Field Services which is a separate operation reporting directly to the Dean. He is a very fine person.

I am circulating your letter among the people you mention. The family is fine. Laury is now one of the principal resident internists at the University of California Hospital in San Francisco. He has one and a half children and is poorer than any church mouse that ever lived.

We like our new offices, and many things are happening.

Sincerely yours,

Mike

H. Harry Giles, Director
Center for Human Relations Studies

HHG:gv

hrs studies
SCHOOL OF EDUCATION
NEW YORK UNIVERSITY

HR Newsletter

from THE CENTER FOR HUMAN RELATIONS STUDIES
Washington Square, New York 3, N.Y. – April 1955

GREETINGS FROM OUR NEW HOME

Press Annex, Washington Square, New York 3
Office, Lounge, Workroom, Second Floor
Seminar Room No. 10 First Floor

The Center for Human Relations Studies extends a cordial invitation to each of you to visit us in our new home on the Square. While we left the old house on Thirteenth Street with some regret, remembering many stimulating seminar sessions in the book-lined Library, exciting field work activities on the "third floor back", and the fellowship of Spring Convocations, Christmas parties, and of innumerable little groups all over the place, we find many advantages in being on campus. We are easier to get to from other classes, from the Library, from the Deans' offices. We have a greater opportunity, staff-wise, to exchange ideas and share hopes for the total University program with our colleagues from other departments.

We like the bright, modern, Chan-inspired colors which brighten our days and the greater ease of internal communication which our new quarters provide. We are indeed grateful to Mrs. Marian Ascoli for the generous gift which made this setting possible. We are not completely made over. You will find those comfortable Eames chairs, the Chinese lamp, Mike's sliding-door cabinet, the old desks and chairs. More important, you will continue to find the same warmth of welcome and personal concern for each of you which we believe to be inseparable from a place where the study of human relations goes on.

Come soon to see us! Meet your friends of the past and make new friends!

APRIL MEETING OF FRIENDS OF THE CENTER - HUMAN RELATIONS FORUM

Professional Training in Human Relations: What Has It Meant to You? This will be the topic for what it is hoped will be a rewording forum discussion led by Mike Giles, under the chairmanship of Henry Campbell, at a meeting on Saturday, April 16 from 1:30 p.m. to 4:30 p.m. at the Center.

Please plan to meet with us to share professional experiences, to join in planning for next steps in the program of Friends of the Center, and in a social hour.

SCHOOL OF EDUCATION ALUMNI SPRING CONFERENCE - APRIL 30

On April 30, at the Hotel New Yorker, the School of Education Alumni Association is holding its annual Spring Conference. The theme for the meeting will be "Education Meets Its Challenge", discussed in group meetings devoted to (1) Child Development (2) Business and Industry (3) The Handicapped (4) Gifted Children, from 10:00 a.m. to 12:30 p.m. and by speakers of renown at the luncheon from 1:00 p.m. to 3:30 p.m. This plan of meeting offers opportunity to become better acquainted with alumni from all departments of the School of Education.

PAST ACTIVITIES

At meetings in November and January, twenty-four representatives of national agencies and leaders in the field of inter-cultural education met at the Center to explore areas of common interest with regard to the present and future state of inter-cultural education in the United States. Out of these meetings, sparked by our Director, Mike Giles, came a survey of the extent of inter-cultural teaching in this country, done by students of the Research Methods Seminar under the leadership of Rhetta Arter. A list of fifty-seven specific questions was developed by the group for further study and consideration in future meetings.

A professional seminar devoted to a discussion of plans for the development of opportunities for field experience for all students in the School of Education was arranged by Dr. Giles for December 6. Faculty members from a number of departments with Deans Melby and Grace responded with great interest to a presentation by Dr. Dodson of his hopes and plans for the newly created Center for Field and Community Services, to which he is now devoting full time as its Director. Closely associated with him are Dean Melby, under whose general supervision the new Center operates, Dr. Max Wolff, who is developing consultant relationships with various agencies in the city, and Franklin Patterson, formerly with the NCCJ, who is engaged in the development of Youth Councils. Dan continues to serve on the staff of the Center for Human Relations Studies as Consultant on Community Development.

Staff members have produced these contributions to Human Relations literature:
Human Dynamics in Human Relations Education by H. H. Giles, NYU Press, 1955
Human Relations in Teaching: The Dynamics of Helping Children Grow by Mary Beauchamp and Howard Lane, Prentice-Hall, Spring, 1955
A Citizen's Guide to Desegregation by Jack Greenberg, Beacon Press, June, 1955

The first Christmas party held in our new home attracted many old and new students. Dean Melby himself acted as host at the refreshment table, giving evidence of his pleasure in having us close at hand. A Hanukkah candelabra, the gift of one of our new majors, Mrs. Norma Newmark, was lighted by her young son, and Christmas gifts, home-made by those of us with some ingenuity, were distributed by Jack disguised as Santa Claus, while Beth Stephenson provided appropriate music.

HR-9, which began as a one-semester exploratory study of Montclair, New Jersey, in cooperation with the Montclair Neighborhood Council, must be characterized as both a past activity and a present undertaking. Our experience, new in the HR's, of working with a small struggling agency in a suburban community, has developed such depth of meaning and such challenge to creativity that we will stay with it until June, and leave It then with great reluctance.

IN MEMORIAM

ANN YARROW 1931 - 1955

Master of Arts Major in Human Relations
Whose quiet, thoughtful, helpfulness
brought her the respect and affection
of staff and students as she prepared
for a life of service to others
in the spirit of her Quaker faith
"There is that of God in every human being"

PRESENT UNDERTAKINGS

HR-10 is being undertaken in cooperation with the Hudson Guild Neighborhood House in Chelsea. Its target is to affect constructively intergroup relations in the public housing project there. The Center for Human Relations Studies, the Hudson Guild, and representatives of those affected directly by the study will try, first: to determine the nature of existing inter and intra-group relationships, and next: to stimulate more harmonious associations.

A sub-group of students registered in the Seminar in Methods of Social Surveys and Research is working closely with HR-9 and HR-10. Celia Jacoby, Valentine Rossilli, Raquel Ruiz, Irving Rubin, and Dora Pages are concentrating on the development of instruments for use in group interviewing. As a part of this effort, they invited "old friends" from HR-6 and HR-7 who had conducted group interviews in those projects, to be interviewed as a group on the subject of "what kind of instruments are needed in the collection of data through group interviewing?" It took place on Thursday, March 24 - research and reunion.

The Center has offered three new courses this year. The Seminar in Human Dynamics, which is taught by Drs. Giles, Lane, and Beauchamp, presents an inquiry into theories of why we behave as we do - the dynamics of human behavior, especially with regard to motivations and drives of human beings as individuals and groups. Group Dynamics and Processes in the Classroom is designed for elementary and secondary in-service teachers who are seeking improved ways of working with boys and girls in groups. Dr. Beauchamp teaches the course. Drawing upon his past experience in the field of youth problems, Dr. Lane presents an examination of the nature of adolescents and young adults, their condition and status in present day society and ways of promoting their well-being in the course entitled Youth in Contemporary Society.

FUTURE PLANS

1955 SUMMER WORKSHOP

The 1955 Summer Workshop will again be held at PS 33 from July 5 to August 12, with a special effort being made to interest teams of participants from school systems, social agencies, and business organizations. Sectional meetings will be held in the mornings so that back-home problems may be made the subject of team study with staff members and consultants in the afternoons. Such opportunities as work with play school children, field work activities in the neighborhood, a seminar on "De-segregation" led by Dan Dodson are among those being offered participants in the Workshop.

Your help in making these Workshop offerings known to those who might be interested and might profit from them will be greatly appreciated. Either send us the names and addresses of prospective Workshoppers (Care of Dr. H. H. Giles, Director) or write for additional brochures which you will send out with a personal note. This is one effective way in which you can help to promote progress in human relations.

NEW ALUMNI

Congratulations to our new Alumni: Masters of Arts, June 1954: Ernest Jackson, Saal Lesser, Lillian Pierson, Lillian Weaver; October, 1954: Max Cogan, Anne Dale, Martin Danzig, Shari Heller, Jean Hurst, Doree Epstein, Raquel Ruiz, Evelyn Sauer, Helen Simon, Doris Stetson; February, 1955: Ira Gissen, Anne Vescovi; Doctors of Philosophy, June, 1954: Robert Claiborne, John Herder, Baker Hindman, Joseph Rosner, Jerome Seidman, Sam Spector; October, 1954: William Jackson, Michael Mescon; Doctor of Education, June, 1954: Morris Weinstein.

WELCOME TO OUR NEW MAJORS: Note their inter-disciplinary flavor: from Teaching and Administration: EUNICE CHAPPELL, English, Valley Stream, L. I. ..CAROLYN DECOTIIS, 5th Grade, Hillside, N. J. ..SEYMOUR GANG, PS 30, NYC...EDNA GRAY, Vice-Prin. Douglas H. S., Baltimore...PAUL HUREWITZ, PS 169, Brooklyn...DON KAPLAN, Haaren H. S., NYC...McQUAY KIAH, Asst. Dean of Men, Morgan State College, Baltimore...ABE KRAMER, J. H. S., NYC...BERNICE MUNCE, J. H. S. 3, Trenton, N. J. ..NORMA NEWMARK, PS 169, No. Brothers Is. ..HELEN SMITH, Asst. Professor of Ed., Potsdam State Teachers College... from Psychology and Counseling: AL AARONSON, Psychologist, Malverne-Lynbrook Public Schools, L. I. ..RONALD GAUDIA, Counselor, Jewish Family Service, NYC...BESSIE HILL, Guidance, Central H. S., Trenton, N. J. ..JOSEPH NEWOVICHER, New York State Interne Psychologist...HARRY POWERS, Educational and Vocational Counselor, N. Y. C. Board of Education...PHILIP PALERMO, Staff Psychologist, Staten Island Mental Health Center...ERIC RIIS, Psychologist, Rikers Island Penitentiary...from Social Work: KEN BALDRIDGE, Director, Reading Laboratory, Inc., N. Y. S. ..COSTELLO BISHOP, Communications, NCCJ...AUGUSTUS CAMPBELL, Group Worker, East Harlem...HELEN FISHER, Director Young Adult Program, Winston-Salem, YWCA...MERRILL HARMIN, Group Worker, Goddard Neighborhood Center N. Y. C...THOMAS BOGIA, Field Representative, N. J. Division against Discrimination...from Nursing Ed. MELISSA CLARK, Instructor, Queens College; from research, OTTO EHRENBERG, from the home, HAZEL SAVELL and MILDRED MORRIS.

FRIENDS OF THE CENTER keep busy with good works: MARGARET IRBY helped to direct the Urban League Human Relations Workshop in Dayton, Ohio, in February... BILL JACKSO was recently appointed coordinator of Protestant Adoption agencies in the New York area... ED WILLIAMS will coordinate the 1955 NYU Workshop for Educational Leadership... FRED ROUTH is Field Representative for the Southern Regional Council... "WICK" WICKSTROM teaches at Dillard College, New Orleans... HELEN SIMON besides teaching is research assistant to the New Hampshire Nurses Association... EUNICE NELSON BAUMAN and husband back for six months on a FSC project in Mexico are off to a community housing undertaking in Indianapolis... BETTY LANGLEY serves the Navaho Indians as Ed. Consultant to the government... TED and OONA BRAMELD will teach at the University of Puerto Rico next year while TED finishes his book on anthropology... at a recent meeting in Chicago of the American Orthopsychiatric Association, MIRA TALBOT delivered a paper on "The Treatment of Pupils in Panic as Evidenced in School Phobias: and JOE ROSNER discussed "Therapy with Latchkey Children"... HERB GREENBERG is Consultant on the Blind to the N. Y. C. Board of Welfare.

SUBSCRIPTIONS FOR CENTER HUMAN RELATIONS STUDIES LIBRARY RECOMMENDED BY H. H. GILES, NOV. 27, 1954

Human Relations. Tavistock Publications Ltd. 68 Carter Lane, London, E. C. 4 or Research Center for Group Dynamics, University of Michigan, Ann Arbor, Mich. $6 per year; Journal of Educational Sociology. Payne Foundation, Inc., Press 45, N. Y. U. $3 per year; Educational Research Bulletin. Bureau Educ. Res. Ohio State University, Columbus, Ohio. Free; Commentary. American Jewish Com. 425 Fourth Ave., New York 16, N. Y. $4 per year; Journal of Social Issues. Society for the Psychological Study of Social Issues. 291 Broadway, New York 7, N. Y. $4 per year; Human Organization. Quarterly. Society for Applied Anthropology. 61 West 55 St., New York 19, N. Y. $6 per year; Mental Hygiene. National Association for Mental Health, Inc., 372 Broadway, Albany, N. Y. $5 per year; Journal of Social Psychology. Clark University Press, Worcester, Mass. $7 per year; Journal of General Psychology, Clark University Press, Worcester, Mass. $14 per year; Social Problems. Society for the Study of Social Problems. Brooklyn College, Brooklyn 10, N. Y. $4 per year; Psychoanalysis. National Psycho Association for Psychoanalysis. 41 Fifth Ave., New York 3, N. Y. $3 per year; School and Society. Society for the Advancement of Education, Inc., 1834 Broadway, New York, N. Y. $6 per year; Abstracts and Annotations. School of Industrial and Labor Relations, Cornell University, Ithaca, New York. $2 per year.

TELL US ABOUT YOU

Your friends on the staff and among the students at the Center want to hear from you. We want vital statistics as well as news of your problems and successes. We are eager to learn how your human relations training has been most meaningful in your work. Please write Miriam Hayden, Press Annex 22, our clearing house for FOC. And please send your dues so there will be a next NEWSLETTER in which to include your "Story".

NEW YORK UNIVERSITY
SCHOOL OF EDUCATION
CENTER FOR HUMAN RELATIONS STUDIES
WASHINGTON SQUARE, NEW YORK 3, N.Y.

NEW YORK N.Y. 1955

SAVE THE EASY WAY BUY U.S. BONDS ON PAYROLL

Friderick B. Routh
9000 SW 65th Court
South Miami 43,
Florida

February 4, 1957

Mr. Francis L. Hurwitz
Boston University
Human Relations Center
308 Bay State Road
Boston 15, Massachusetts

Dear Mr. Hutwitz:

We have received the brochure on the Fourth Annual Workshop at Boston University directed by Kenneth Benne.

If you will send us twelve additional copies, we will mail them to our affiliated state organizations.

The description of methods and contents of the workshop looks exciting.

Sincerely yours,

Frederick B. Routh
Assistant Director

FBR:mm

BOSTON UNIVERSITY
HUMAN RELATIONS CENTER
308 BAY STATE ROAD
BOSTON 15, MASSACHUSETTS

January 30, 1957

TO: Members, N A I D O

Dear Friends:

Dr. Kenneth D. Benne, Director of the Boston University Human Relations Center, will be the Workshop Director of the Fourth Annual Workshop in the Improvement of Human Relations, July 15 - August 9. This Workshop is conducted by the Human Relations Center, with the sponsorship of the University's School of Education, School of Nursing, School of Public Relations and Communications, School of Social Work, School of Theology, College of Business Administration, and the Departments of Psychology and of Anthropology and Sociology.

For four weeks workers and leaders from education, social work, intergroup relations, health, religion, labor, government and industry who are enrolled in the Workshop, will work together in a living-in situation at Osgood Hill, Boston University's Conference Center in North Andover, Massachusetts, in exploring problems of group, intergroup and community relations which are basic and common to various organizational settings. They will be helped in working out and pre-testing solutions to these problems. Opportunity for consultation upon problems peculiar to their specific work settings will be provided.

The enclosed brochure describes the method and content of the Workshop.

We would appreciate it very much if you will call this Workshop to the attention of any of your associates who may be interested. Perhaps you may wish to suggest some persons to whom we should send the Workshop brochure. For this there is enclosed a sheet for such suggested names. If you want additional brochures or wish to inquire further about the Workshop, please feel free to write me.

Sincerely yours,

Francis L. Hurwitz

Francis L. Hurwitz
Workshop Administrator

flh/e
encls. 2

SUGGESTED PARTICIPANTS FOR THE FOURTH ANNUAL WORKSHOP IN THE IMPROVEMENT OF HUMAN RELATIONS CONDUCTED BY BOSTON UNIVERSITY HUMAN RELATIONS CENTER

Osgood Hill, North Andover, Massachusetts
July 15 - August 9, 1957

Suggested Persons | Address | Organization

1. _____

Job Description _____

Team Possibility _____

Other Comment (i.e., degree of interest) _____

_____

2. _____

Job Description _____

Team Possibility _____

Other Comment (i.e., degree of interest) _____

_____

3. _____

Job Description _____

Team Possibility _____

Other Comment (i.e., degree of interest) _____

_____

4. _____

Job Description _____

Team Possibility _____

Other Comment (i.e., degree of interest) _____

_____

Names submitted by: _____

(Use reverse side, if necessary)

Address: _____

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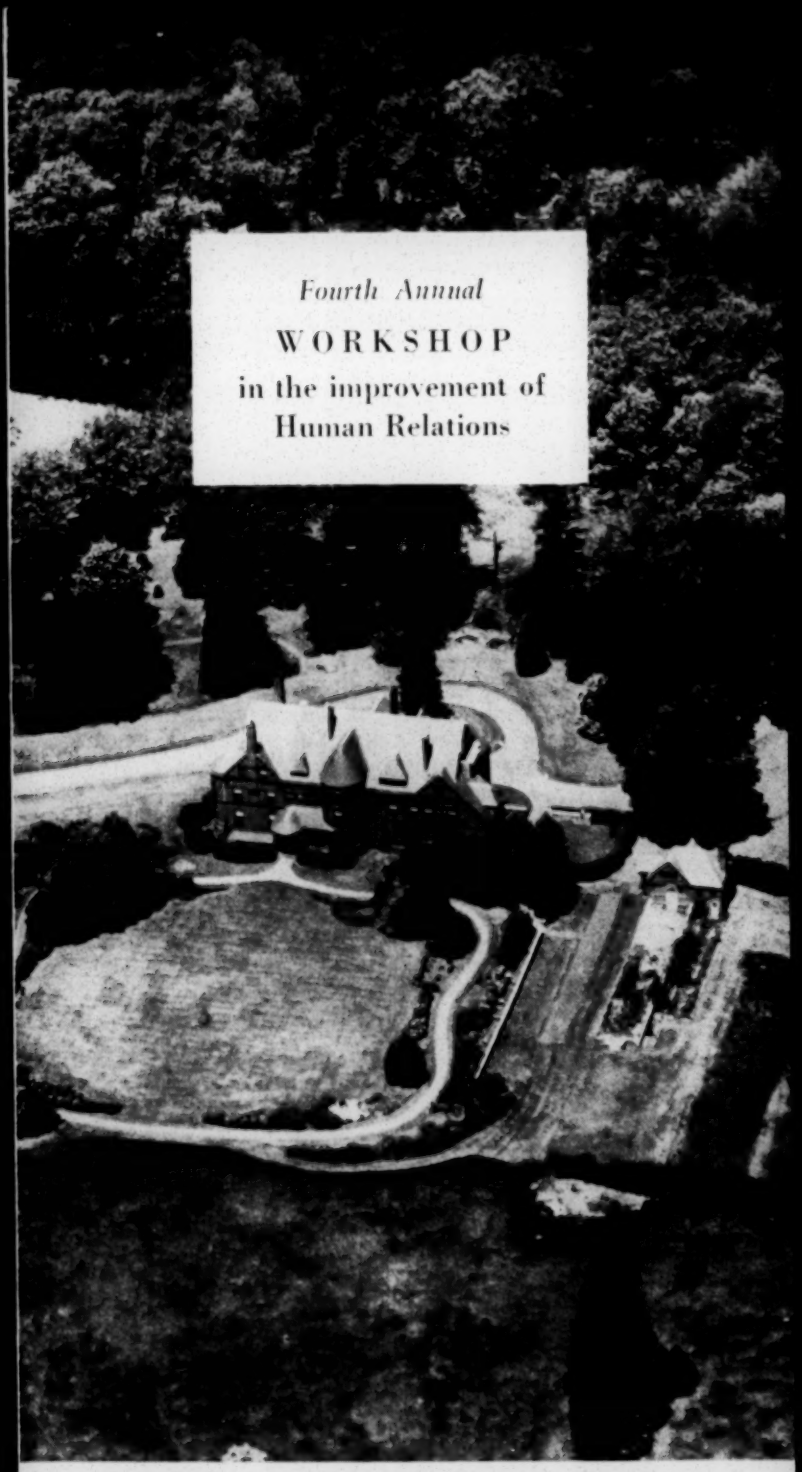

Fourth Annual

WORKSHOP
in the improvement of Human Relations

BOSTON UNIVERSITY
HUMAN RELATIONS CENTER

JULY 15 — AUGUST 9, 1957

OSGOOD HILL

North Andover, Massachusetts

Who Offers the Workshop

The Workshop is conducted by the Human Relations Center of Boston University, with the sponsorship of the University's School of Education, School of Nursing, School of Public Relations and Communications, School of Social Work, School of Theology, College of Business Administration, and the Departments of Psychology and of Sociology and Anthropology.

Who Can Attend

Enrollment in the Workshop will be limited to forty-five selected participants drawn from various occupational fields, such as: education, social work, religion, business and industry, organized labor, community organization, mass communications and health. The Workshop population is made as heterogeneous as possible along dimensions of occupation, age, and ethnic and religious affiliations. Teams of participants from the same community or organization are encouraged to attend. Participants and staff will live and work together at Osgood Hill, Boston University's Conference Center in North Andover.

Advanced Training

A few qualified people will be accepted as interns in the Workshop for advanced training in methods of human relations education. If interested, address special inquiry to the Human Relations Center.

What Are the Methods

The Workshop employs the laboratory method of human relations training.

1. Instruction will focus upon analyzing and diagnosing the human relations problems participants bring with them from their back-home situations and upon planning ways of solving these problems.
2. Group experiences of participants in the Workshop will be used as case material to analyze and evaluate in order to deepen understanding of human relations processes and problems.
3. The Workshop will be conducted in a way to provide evaluated practice in methods for possible use back home.
4. Opportunity for individual and group consultation on back-home problems will be provided.

What Is Taught

1. Information and conceptual clarification with respect to:

   a. The sub-cultures in contemporary America; the socio-psychological bases of intergroup conflict; the psychology of prejudice;

   b. The social psychology of groups and organizations (structure and dynamics);

   c. Processes of experimental problem-solving in group, organizational and community settings;

   d. Community analysis, action and organization relative to problems of human relations;

   e. Application of research methods to problems of practice;

   f. Trends in human relations education — for children, adolescents and adults.

2. Skill training with respect to:

   a. Use of diagnostic devices — survey, interview, sociometry, role-playing, problem census;

   b. Use of methods for human relations training and teaching — action-research, role-playing, rumor clinic, case and incident-process techniques, group self-evaluation, feed-back and observation;

   c. Group leadership and membership;

   d. Organizational and community leadership.

3. Sensitivity training for each participant with respect to:

   a. His own attitudes toward other people in group and intergroup situations;

   b. His effects on other people as he functions with them in peer, subordinate or leadership relations;

   c. His actual and potential roles in dealing with human relations problems in his back-home (work and community) setting;

   d. His own motivations and controlling value system with respect to human relations work.

Research

Research and evaluation are integral parts of the Workshop program.

1. Participants will take part as subjects in some researches designed by the staff. They will have the opportunity to analyze and review these projects.

2. Participants will cooperate with the staff in designing and conducting other action and evaluation researches. These are intended to help students acquire research skills relevant to social practice.

When

July 15 through August 9, 1957

Where

Osgood Hill, Boston University Conference Center, North Andover, Massachusetts

Schedule

The Workshop is in session for five days each week.

Credit

Each participant may earn 6 semester hours of credit, graduate or undergraduate, for the Workshop experience. Those who wish no credit may register on a non-credit basis.

Costs

Course fee	$165.00
Room and board for the four weeks	$128.00

Deposit

Upon notification of acceptance, a deposit of $60 should be sent to the Boston University Human Relations Center, 308 Bay State Road, Boston 15, Massachusetts. Balance of fee is payable upon arrival at Osgood Hill, but may be paid in advance if desired.

Scholarships available

Through a grant from the Paul Simons-Lt. Gutman Foundation, and with the support of the National Conference of Christians and Jews, a limited number of partial scholarships are available. If interested, include a letter with your application telling why you need and desire a scholarship.

Recreation

Osgood Hill and its vicinity offers many opportunities for both informal and organized recreation. There will be ample opportunity for week-end trips to famous New England resort areas nearby.

How to Apply

Apply before May 1, 1957. Use the application form which is attached.

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APPLICATION

Fourth Annual Workshop in the improvement of Human Relations

July 15 — August 9, 1957

1. Name _____

   Date _____

2. Residence address _____

   _____

3. Name of your organization _____

   _____

4. Business address _____

   _____

5. Your official title or position in organization

   _____

6. Age _____ 7. Sex _____

8. Educational Background: (List schools and degrees) _____

   _____

   _____

   _____

9. Will you be an official representative of your organization?

   Yes _____ No _____

10. Will you be coming as a member of a team?

    Yes _____ No _____

11. Have other staff members with whom you now work attended an Osgood Hill Workshop? Yes _____ No _____

12. Describe briefly your position in the structure of your organization.

13. Describe briefly your job by listing your major responsibilities and the individuals and groups with which you work.

14. What are the principal problems of human relations with which you are concerned?

15. Specifically, what do you hope to get out of the Workshop?

(If needed use extra sheets of paper)

Fill out this application form and mail to:

DR. KENNETH D. BENNE
Boston University Human Relations Center
308 Bay State Road
Boston 15, Massachusetts

cut along dotted line

A typical day's schedule at the Workshop might look like this:

8:15- 8:45 A.M. *Breakfast*

9:00-10:50 A.M. *Home-Base Groups*

Each participant is a member of a face-to-face training group which meets daily throughout the Workshop.

11:00-12:00 Noon *Reading Period*

The Brin Library of the Human Relations Center will be available at the Workshop.

12:15-12:50 P.M. *Luncheon*

1:00- 2:00 P.M. *Daily Seminar*

General session in which human relations ideas and information are discussed by the entire Workshop under the leadership of resident staff and visiting consultants.

2:10- 4:00 P.M. *Skill and Back-Home Application Groups*

In small groups participants explore problems of improving human relations in their home situations and practice relevant skills and methods with the consultation of interns and members of the resident staff. On some days, this time is used for individual reading or consultation.

4:00- 4:30 P.M. *Participant Assembly*

The participants meet when needed to solve problems of policy and government for the Workshop community.

4:30- 6:15 P.M. *Free Time*

6:30- 7:30 P.M. *Dinner*

7:45- 9:45 P.M. *Evening Session*

Evening sessions are held two nights a week to experience and evaluate various large meeting methods for dealing with human relations content. The time is available on other nights for organized recreation, if participants wish it.

Resident Staff will include:

KENNETH D. BENNE, *Training Director*
Theodore W. Berenson Professor of Human Relations and Director, Human Relations Center, Boston University

WARREN G. BENNIS
Assistant Professor of Psychology and Director of Nursing Research Project, Human Relations Center, Boston University

MAX BIRNBAUM
Educational Consultant, American Jewish Committee

ROBERT CHIN
Associate Professor of Psychology and Director of Research, Human Relations Center, Boston University

FRANCIS L. HURWITZ, *Workshop Administrator*
Executive Secretary, Human Relations Center, Boston University

CONSTANCE S. LIVERMAN, *Secretary*
Administrative Assistant, Human Relations Center, Boston University

MARGARET NELSON ROWLEY
Chairman, Division of Social Science, Morris Brown College, Atlanta, Georgia

The staff as a group combines knowledge and experience in community organization and relations, human relations education and training, group dynamics, action and evaluation research, psychiatric counseling, and education.

In addition, experts in special fields will be available as visiting consultants and lecturers for short periods.

For general information on over 450 other courses to be offered by the Boston University Summer Term (First Session, May 27 to July 6; Second Session, July 8 to August 17), address:

ROBERT W. SHERBURNE, *Director*
Boston University Summer Term
685 Commonwealth Avenue
Boston 15, Massachusetts

February 12, 1957

Mr. Francis L. Hurwitz
Workshop Administrator
Boston University Human Relations Center
308 Bay State Road
Boston 15, Massachusetts

Dear Francis Hurwitz:

Thank you for your letter of February 8 and the twelve copies of the brochure on your workshop.

I have stamped each of them "For Your Information from the Southern Regional Council" and forwarded them to our state offices.

Regards to you and Ken Benne.

Cordially,

Frederick B. Routh
Assistant Director

FBR:mm

BOSTON UNIVERSITY
Human Relations Center

308 BAY STATE ROAD
BOSTON 15, MASSACHUSETTS

COPLEY 7-2100 EXT. 520

February 8, 1957

Mr. Frederick B. Routh
Assistant Director
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Routh:

Thank you for your letter of February 4th, offering to distribute our Workshop brochure to your affiliated state organizations.

Under separate cover we are sending you 12 copies of the brochure as you requested.

Appreciative of your interest and grateful for your cooperation, I am,

Sincerely yours,

Francis L. Hurwitz

Francis L. Hurwitz
Workshop Administrator

flh/e

February 20, 1957

Mr. John R. Larkins
Consultant on Negro Work
North Carolina Department of Public Welfare
Raleigh, North Carolina

Dear John:

Thank you for your recent letter inquiring about a workshop on intergroup relations. I know of two such workshops which I consider most worthwhile, one at New York University and the other at Boston University. You should have your friend write to:

(1) Dr. H. H. Giles
Center for Human Relations Studies
Graduate School of Education
New York University
New York, New York

(2) Dr. Kenneth Benne
Boston University Human Relations Center
308 Bay State Road
Boston 15, Massachusetts.

You might also have her write to:

Dr. Herbert Seamans
Director, Commission on Education
National Conference of Christians and Jews
43 West 57th Street
New York 19, New York.

Herbert and the National Conference of Christians and Jews help sponsor a whole series of such workshops in various universities and colleges throughout the country.

I am glad that you had a good session with John Hope. If I wouldn't be accused of creating a horrible pun, I would say he is one of the real hopes of the South.

Whenever you come to Atlanta please come to see us. You're not only welcome, you're wanted.

Best personal regards.

Warmly,

Frederick B. Routh
Assistant Director

FBR:mm

NORTH CAROLINA
DEPARTMENT OF PUBLIC WELFARE

RALEIGH

ELLEN WINSTON
COMMISSIONER

February 18, 1957

Mr. Fred B. Routh, Assistant Director
SOUTHERN REGIONAL COUNCIL
63 Auburn Avenue, Northeast
Atlanta 3, Georgia

Dear Fred:

A friend of mine is interested in attending some type of workshop on intergroup relations this summer. She has attended such an institute at Oberlin and last summer she was at Fisk for the Institute on Race Relations.

If my memory serves me correctly, there is a two week intergroup institute sponsored by an organization with which you are connected. If you know of any such institute that will be in operation this summer, please advise me immediately.

I am hoping that my travels will bring me to Atlanta before too long. Please convey my best regards to the other members of the staff. With best wishes, I remain

Sincerely,

J. R. Larkins
Consultant on Negro Work

JRL:fhc

P.S. John Hope was in Raleigh Friday and we had a nice talk.

February 21, 1957

Mr. Harry L. Golden
The Carolina Israelite
P. O. Box 2505
Charlotte 1, North Carolina

Dear Harry:

We have just received your letter with the enclosed program of the interracial institute at Kinston and it is a mighty impressive thing. It is amazing that it was possible to get the mayor and other key people to attend and participate in the conference.

We are still receiving chuckles from the field from people who have read "The Golden Vertical Plan," which we reprinted in November's New South.

Warm personal regards.

Cordially,

Frederick B. Routh
Assistant Director

FBR:mm

P. O. Box 2505 - 1229 Elizabeth Avenue
Charlotte 1, North Carolina
Phone: Franklin 5-6624 - Edison 4-9091

The Carolina Israelite

HARRY L. GOLDEN
Editor

FBR - For newsletter. HCF

February 14, 1957

Mr. Harold C. Fleming,
Southern Regional Council,
Rm 432, 63 Auburn Ave., NE
Atlanta 3, Ga.

Dear Mr. Fleming:

I am enclosing herewith a program from the interracial institute held at Kinston. This is an example of what a single man can do in a community. Jake Strother is the editor of the newspaper and has literally changed the atmosphere of the entire community.

Lenoir County, of which Kinston is the leading city, has 54% Negro population, predominantly rural. There were about 700 people at the institute, evenly divided white and Negro. Among the white audience were the mayor, leading lawyers, etc.

With kindest regards, I remain

Harry L. Golden

Harry L. Golden

HLG/m
Encl.

The American Idea: Freedom Of Human Relationships

By HARRY L. GOLDEN

Brotherhood For The Many Or The Few?

Editors' Note: Has the "equality of man" been over-emphasized? In a Brotherhood Week address at Davidson College this week, the editor of the Carolina Israelite tipped the question and phrased a provocative answer. A condensation of his speech follows:

IN THESE days of tension in human relations I have no desire to pull out of storage a few of the annual platitudes concerning Brotherhood Week. I believe the true morality behind this idea should not involve a plea for pro-semitism as against anti-semitism, or for pro-Negro as against anti-Negro, or for pro-Catholic, Quaker, Protestant, as against anti-anything. We should instead emphasize the principle of Pro-American Idea. Once we decide to adhere to the basic principle of American fair play, let us all get in line and take pot-luck.

STANDARD PROCEDURE

It has been a custom at times such as this to proceed with a recital of a long list of "accomplishments" and "contributions." This has been a standard procedure of politicians and spokesmen for what we may loosely call "minority groups." And here let me be the first to finally extend congratulations to what is known as the "majority," which usually sits back and listens to these recitals with good taste and considerable gallantry, and not too much cynicism, I may add.

I have often thought that it is a pity that the "majority" which no longer needs to "prove" itself, has denied us this long recital of its own "accomplishments" and "contributions." I would make no bold as suggest a new approach to the Brotherhood Week idea. Since the accomplishments and contributions, as well as the hopes and dreams of the "minority" groups are merely a reflection of the majority, which is the "majority" as a fitting reminder and a greater awareness if we emphasized the air can change and so can the hearts of men and it would be a better idea to put it on the books; and so this wonderful man together with Mr. Pinckney and Mr. Rutledge and Gen. Gadsden helped remove forever the civil and political disabilities that had been imposed in this society on those groups that did not adhere to the majority religious faith. It was they, the Presbyterians, who established this principle of the American Idea — that difference of religion, cannot, must not, exclude concord because as religion is the greatest of virtues it cannot, it must not, generate anger or division.

OVER-EMPHASIS

Is this not the very principle we are seeking in our human relations today? I think we have over-emphasized the "equality" of man, which it can never be, when the basic American Idea really means the acceptance of man — a willingness based on a belief in the spirit of man — to accept all men for what they are, including their differences, their weaknesses, their strengths, and the potential creative development which exists in every man, because we live and breathe by and for other men — different men. The Dutch in Holland did not produce a Franklin D. Roosevelt; nor did the Irish in Ireland produce an Alfred E. Smith; neither did the Germans in Germany produce 19th century Humanists such as Wendell Willkie and Robert Wagner. It was not the change in geography that paved the way for these men of genius. When they had originally left the country of their origin they encountered here this American Idea — the transplanting of the Nordic, Mediterranean, and African cultures which compose the fabric of this country — and in the meaning of Rev. Tennant and the founding fathers: America is nothing except in terms of every one of them.

ISOLATION

It is no coincidence that the Jewish people made their great contributions to our civilization after the ghetto walls had been destroyed. They had built around themselves within the ghetto walls the fair ramparts of culture. In the dark ages when millions of people lived and died without ever having seen the printed word, nearly every Jew could read and write; yet it was not until the door was opened, opened upon the distractions of the world—opened to the distractions and problems of human relationships, that the Jews produced a Spinoza, a Maimonides, a Disraeli, a Brandeis, and an Einstein.

The Parsis, who like the Jews, have been contemporaneous with nearly all of recorded history had long centuries ago developed a culture of the highest order; yet in segregated isolation they sat in almost total darkness until the beginning of the 19th century when the door was opened to human relationships, to the free interchangeability of ideas with other men. They proceeded then to add immeasurably to the wealth of this community in which they lived.

"SCARE" WORDS

Where there is resistance to the freedom of human relationships, the resisters lose as much as the resisted, which is the great pity, and in the science of these human relationships, we must first discard the "scare" words. The interchangeability of ideas, and the opportunity for all to burgeon out for themselves all that is within them, has nothing whatever to do with joining the private garden or luncheon clubs or demanding admission into homes without an invitation.

The advance in science did not change the hearts of men. Whether by natural selection or by Adam's rib became nothing more than an academic question when man was confronted with concentration camps, savagery, and massacre.

TRUE ENEMIES

We discovered much to the surprise of some of us that the Fundamentalists and William Jennings Bryan were not the enemies after all. The enemies were Hitler, Mussolini, and Stalin, who now confronted man with a deliberate process of dehumanization.

We discovered too that the same era which brought us our greatest technological advances also brought us an unkindness without parallel in human history, and left us groping, as we are still groping today, for the only true validity of the American Idea—which is the elimination of the greatest of all evils — prejudice against people with common characteristics which are independent

(Observer Photos—Dunkel)

GOLDEN . . . 'Spent All My Life Reading and Writing'

'Big T... iced

By DAVID J. WH... AP Automotive Writer

DETROIT —(AP)— The ... dustry's "Big Three" of ... Motors, Ford and Chr... make money ... out of a 6½ million car market in 1957. How the two smaller companies, American Motors and Studebaker-Packard will fare is yet to be determined.

The 6½ million unit figure is the ... commonly used by indus... tives willing to predict ... the 1957 retail market ... in the industry has sup... tive sources conceded ... market might go below ... cated six million retail ... of the current year.

It seems likely the ... cers will need somet... than the scant four pe... have had of this year's ... they are to show a ...

Neither American Mo... son-Nash-Rambler) nor ...

BUSINESS PROFILE

A Barrel Is Editor...

By W. FORRES STEWART
Observer Staff Writer

"I have never," said the newspaper editor and publisher, "appeared on a business page before."

But there is no reason why he shouldn't. Publishing is a business.

"It is, and I have a system: I write paragraphs and just throw them into a barrel. I scoop them up when ready to print. I have stuff for about three years ahead so my paper could always run for that length of time posthumously."

Added to this free - writing technique is a further interesting qualification: "Never open bank statements; then after a few months — surprise!"

These ideas could be dynamite in hands other than those of Harry L. Golden, formerly of New York's Lower East Side.

An A.B. graduate of City College of New York (class of 1924), he taught school until 1927. But work has been with him since he was born.

"The whole section worked constantly. . . a disgrace not to work. . .you were a bum."

Today, he thinks, it is different. "Half the nation's population has become middle-class: It used to be 10 per cent."

Of Austrian parentage, Golden's "whole life has been given over to reading. . .debating. . . education."

At the turn of the century immigrants from Eastern Europe formed night schools.

"We had more than 150 night schools on Lower East Side. In every tenement building someone taught English, sociology. ."

After teaching he joined the weekly newspaper in Red Bank, N. J.

Neither clipping barrels nor bank statement systems were sufficiently far advanced to buck the competition. Golden came south in 1929 to promote special daily editions "done away with since the war."

He helped out on the staff ... the Hendersonville Times ... for six months and felt ... to "establish something that ... lotte."

He did and in 1943 the monthly Carolina Israelite was born. Current circulation is 11,000 in United States and abroad.

"And I write speeches —everything from bar mitzvah (confirmation at age 13) to politics."

Golden will be off next month to lecture in Canada, the West Coast and in the Midwest.

"People say: 'You're from Charlotte, N. C.? That's where they have the Calhoun!' "

And Charlotte's future? "It must follow the pattern ... influences the growth of all cities: an intelligent ... tablishment ... . . . whether a ... Charlotte is a ... thing for me — ... feeling that per ... making some ... tion . . ."

Golden was ... American Jewis... by B'rith ... ber of the ... Centenary Committee, Philosophy Club, Temple ... and is on the special ... of the N. C. State Library ... Historical Society.

His home is on ... Ave. There are four children ... Harry Golden Jr. is a reporter with the ... Press.

Page 6

Golden Is Just Golden

By DORIS BETTS

One of North Carolina's most remarkable citizens is Harry Golden of Charlotte, who publishes (and writes) "The Carolina Israelite" every month.

Golden is a legend in the Tar Heel State for the type of personal journalism he does (to say nothing of its superb literary quality) ... he is a legend because he has dared ... Lots ... enjoy ...

... curacy (I suspect he might have admitted to being Admiral Byrd in disguise had the notion struck him), but in the context of his frame of mind, the facts are probably right enough. Mr. Golden says he hasn't written any book yet (It's a pity; I would have bought them all), but has had articles, in about every national magazine known. He writes about 50,000 words a month for his paper; and he wrote one million, four hundred and ninety thousand words when he was with Haldeman-Julius Little Blue Books from 1936 to 1950.

... swear to its strict accuracy (I suspect he might have admitted to being Admiral Byrd in disguise had the notion struck him), but in the context of his frame of mind, the facts are probably right enough. Mr. Golden says he hasn't written any book yet (It's a pity; I would have bought them all), but has had articles, in about every national magazine known. He writes about 50,000 words a month for his paper; and he wrote one million, four hundred and ninety thousand words when he was with Haldeman-Julius Little Blue Books from 1936 to 1950.

... happens that I have a great bunch of these books and look-

"You are making a notable contribution to Jewish journalism in America."

—Irving M. Engel, President
American Jewish Committee
New York, N. Y.

"The Carolina Israelite is in the best Southern tradition of freedom and individualism."

—Dr. Frank P. Graham
United Nations
New York, N. Y.

"Every now and then I look through the Carolina Israelite and invariably end up in a gale of mirth or with a knitted brow....."

—Adlai E. Stevenson
Chicago, Illinois

THIS COULD HAPPEN ONLY IN AMERICA

By HARRY GOLDEN
From CAROLINA ISRAELITE

... is one of the fundamentals of communal ... the best thing to do is, well, make the ... but above everything else, never lose ... of humor. Many Gentiles of course ... that all the Jews meet in some cellar once ... Baruch, Frankfurter, you and I. And when we realize that Hedy Lamar and Paulette Goddard are Jews, I say to myself, maybe that cellar deal wouldn't be such a bad idea at that. What amazes me is that this "stereotype" exists among highly educated people. There is a fellow, a good friend of mine, a traveling man for a New York firm which is owned by a Jew. My local friend never visits me but that he goes into long preliminary speech what a wonderful guy Mr. Ginsburg is, his firm's name is New York. This of course involves some degree of dehumanization. My friend presupposes that if he told me his boss in New York, Mr. Ginsburg, stinks (and he may very well stink, for all I know), our friendship would suffer, which of course is nonsense. I'll be making a speech before a Rotary or Kiwanis Club somewhere in the state and inevitably one fellow comes up to ... do under such circumstances? If I said, "Wonderful fellow my eye—the guy is an ignoramus," wouldn't I be identifying myself, too? Of course. Therefore there is only one thing to do. "Yes, a fine man, a wonderful man," and wait for a chance to get at the bottle in the brief case.

In other words, we are stuck with each other, but do we not do the same thing in our own thinking regarding the Gentile society? Of course we do.

* * *

THE LORD DOTH MOVE IN MYSTERIOUS WAYS . . .

WHEN THOUSANDS OF OUR YOUNG MEN in the previous generation changed their name from IKE to IRWIN, IRVING, GARY, ROLAND and NOEL—did they ever have an idea that some day there would be a President of the United States called "IKE"? I often think of those ill-bred Irish firemen on the East Side, sitting in the open fire house and having lots of fun yelling "Ikey" to the kids, and "Hello, Ike," to the elders. If any of these fellows are still around it would be no more than poetic justice for them to be yelling now—"I Like Ike!"

* * *

A SYNAGOGUE IN A "RESTRICTED" SECTION

A JEWISH CENTER won a court action to establish the first synagogue in the history of a previously "restricted" community of Garden City

GOLDEN

"Half the paper makes me mad, the other half is a genuine pleasure."

—B. G. Byron
Old Fort, N. C.

ALL ELECTRIC COPYING METHOD
NO CHEMICALS OR NEGATIVES
Thermo-Fax
"Secretary"
COPYING MACHINE
COOPER D. CASS C...

THE FOUNDATIONS OF CHRISTIANITY

(This is part of a lecture I delivered at the Philosophy Club of Charlotte. The group includes the leading scholars, college professors, clergymen, and editors of the area. Judge John J. Parker is our chairman and always opens the meeting with the statement: "These walls have no ears and in this room you may say whatever is on your mind." There are other groups in the South of course that conduct such discussions, but they are "class" associations bound together by a special "cause". The Philosophy Club of Charlotte, however, comprises the top ... Society, and I doubt whether there is a ... the entire South.

... that no one here has been lured to this ... lecture. At ... The Hebraic-... ment."

... Those who love North Carolina will tumble at the change to ...

Harry Golden Defines "Jewish Millionaire" As Anyone With $2500 — So...

By HARRY L. GOLD...
From CAROLINA ISRA...

The dowry ("NADAN"—rhyme... was not a "gift." These are two w... Hebrew. Neither should this Na... real estate, be confused with ... custom in Eastern lands of the p... money or goods for a wife. The ... may not have been brought into ... Jews, but it has long been part of the culture of ... the West.

Often the dowry was part of the marriage contract ... when the bridegroom had not reached ... age ... usual ... word ... The ... was ... by ... the $50 a week, which ... money ... is marrying a "millionaire," said the mother to all her friends and neighbors. The use of this word became so widespread that it was modified eventually to "Jewish millionaire," which meant anyone worth from $2,500 and up.

It is clear, however, that the dowry did have something to do with the SURVIVAL of the Jews through the centuries as a religious people, and was most certainly developed after the Dispersion.

BASICALLY THE DOWRY was for the son-in-law so that he could continue to read or study THE TORAH—the LAW—as free from financial care as possible. The essence of this idea persisted right into the modern era since the biggest dowries always went to the "scholars" and "students."

With ... companion of the ... however, the practice was extended to help the son-in-law get a start in some business or buy into ... today in ...

GOLDEN

"We are proud to award this plaque to you for your notable contributions to American Jewish journalism."

—Grand Master,
Independent Order Brith Abraham
New York, N. Y.

"North Carolina could hardly do without it (The Carolina Israelite) now."

—Charles R. Jonas, M. C.
10th Congressional
District of N. C.

"I continue to enjoy the 'Israelite' because it is refreshingly different and exceedingly instructive."

—Alfred A. Benesch
Board of Education
Cleveland, Ohio

"You are the first Jewish writer who does not make me feel sorry for the Jews, perhaps even a bit envious."

—Bernice Kelly Harris
(Novelist, Seaboard, N. C.)

Delegates

... gates to the 11th ... of the Canadian ... will be held Sun... 9 a.m. to 6 p.m. ... seven polling sta... ... grove street; Tal... ... hessin and Powers; ... logue, 123 Matheson ... Folk school, 601 ... nasaryy Zedek synagogue and Wellingford road and Herzlia Academy, ... and Hebrew Sick ... person 18 years or ... the City of Win... ... which may be pur...

sell 24 jet fighter planes to Israel.

This source indicated a view that the transaction was made despite rather than because of Mr. Dulles' attitude.

engage in reprisal raids.

Israel claims that in addition to the four archeologists killed Sunday, and the killing of an additional

See ASSAULT, Page 24

Carolina Editor, 'Jewish Mark Twain,' Slated

fearless battler for Negro-white integration in the south, and brilliant chronicler of American Jewish life and times, will address the Cultural Institute on Sunday, Nov. 18, in the concert hall of the Civic Auditorium.

Mr. Golden will replace Marie Syrkin, wellknown author and Labor Zionist whose scheduled appearance was cancelled this week.

In announcing Mr. Golden's visit, ZCI chairman Melvin Fenson said: "Winnipeg will be privileged to hear one of the most colorful speakers and writers plying the journalist's craft on this continent today. He has been compared with Heine, Mencken, Hubbard, Sholem Aleichem and Mark Twain . . . and this comparison is warmly endorsed by all who read his trenchant writings. More perhaps than in any rabbi, historian or sociologist, American ... has found its most faithful, ... evaluator in Harry Golden. ... intelligent, warmly humanist with everything Golden is an ... and a "diddlebar ...

"Your paper each month is a work of genius."

—Fanny Hurst
New York, N. Y.

Second Annual Institute of Human Relations

THEME: FACETS OF BROTHERHOOD

Brotherhood Week

February 10, 11, 12, 1957 8:00 P. M.

LENOIR COUNTY COURTHOUSE

KINSTON, NORTH CAROLINA

sponsored by

LENOIR COUNTY INTER-RACIAL COMMITTEE

SUNDAY EVENING

Dr. J. Clinton Bradshaw, presiding

Invocation	The Rev. U. G. Moye
Welcome	Jake Strother
Music	The Contentnea Melodies Mrs. Wallace Webb, Director
Introduction of Speaker	The Rev. T. Marvin Vick
Address	"The Church's Role in the Brotherhood of Man" Dr. A. Purnell Bailey
Benediction	H. Galt Braxton

MONDAY EVENING

W. N. Payton, Jr., presiding

Invocation	The Rev. H. Langill Watson
Welcome	Mayor Guy Elliott
Music	Adkin High Choral Club Mrs. E. L. Harris, Director
Introduction of Speaker	Harvey E. Beech
Address	"Brotherhood in a Changing America" Dr. S. D. Proctor
Benediction	Father D. Edward Sullivan

TUESDAY EVENING

Jake Strother, presiding

Invocation	The Rev. Howard Dawkins
Welcome	James A. Harper
Music	Miss Pearl Grimsley Miss Daisy Warren
Introduction of Speaker	Sol Schechter
Address	"The Global Aspects of Brotherhood" Dr. Harry Golden
Benediction	The Rev. W. L. Jones

* * *

Executive Group

Jake Strother, President
W. N. Payton, Jr., Vice-president
Mrs. Eleanor H. Smith, Secretary-Treasurer
James A. Harper, Member-at-Large

* * *

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John F. Albritton
Harvey Beech
George Best
Dr. J. Clinton Bradshaw
James L. Cogdell
Miss Bessie Cox
Mrs. A. J. Crane
W. L. Faye
James R. Hall
Dr. T. H. Hamilton
Dr. J. J. Hannibal
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Frank LaRoque
David Lenhardt
Dr. Jerome J. Mayer
E. F. Moseley
Mrs. T. V. Moseley
John G. Page
W. S. Page
Mrs. J. J. Rowland
Miss Merle Scott
C. B. Stewart

PROGRAM PARTICIPANTS

Dr. A. Purnell Bailey. . . . . .Pastor Centenary Meth. Church
Richmond, Virginia

Harvey E. Beech. . . . . Attorney

Dr. J. Clinton Bradshaw. .Pastor, Gordon St. Christian Church

H. Galt Braxton. . . . . Editor, Kinston Daily Free Press

Howard G. Dawkins. . . . . Pastor, First Baptist Church

Guy Elliott. . . . . Mayor of Kinston

Dr. Harry Golden . . . . . Editor, Carolina Israelite
Charlotte, N. C.

Pearl Grimsley . . . . . Student, Adkin High School

James A. Harper. . . . . .Principal, J. H. Sampson School

Mrs. E. L. Harris. . . . . Teacher, Adkin High School

W. L. Jones. . . .Pastor, St. John's Free Will Baptist Church

U. G. Moye . . . . . Pastor, First Baptist Church
East Street

W. N. Payton . . . . . Lenoir County Farm Agent

Dr. S. D. Proctor. . . . . Pres. Va. Union University
Richmond, Virginia

Sol Schechter. . . . . Pres. Temple Israel Congregation

Jake Strother. . . . . .Managing Editor, Free Press

Father D. Edward Sullivan. . . . .Pastor, Holy Trinity Church

T. Marvin Vick. . . . . .Pastor, Queen St. Methodist Church

Daisy Warren. . . . . .Student, Adkin High School

H. Langill Watson. . . . Pastor, Westminster Methodist Church

Mrs. Wallace Webb. . . . . Teacher, Contentnea School

Make file:
Community Relations
Commission - Atlanta
(file in Section: Human
Relations Organizations.)

April 18, 1967

Mr. Irving K. Kaler
Chairman
Community Relations Commission
Fulton National Bank Building
Atlanta, Georgia 30303

Dear Mr. Kaler:

Thank you for the invitation to meet with the Commission on April 28th. I am happy to have this opportunity and should be there at 1:30 p.m.

Should you find it convenient, I would welcome the opportunity to meet with you briefly on either the 26th or the 27th to talk about this.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
cc: Mrs. Eliza K. Paschall

COMMUNITY RELATIONS COMMISSION

ESTABLISHED BY THE MAYOR AND THE BOARD OF ALDERMEN, NOVEMBER, 1966
1203 CITY HALL, ATLANTA GEORGIA 30303 *TELEPHONE 522-4463 EXT. 433*

MR. IRVING K. KALER, *Chairman*
THE HONORABLE SAM MASSELL, JR., *Ex-Officio*
President, Board of Aldermen

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MRS. SARA BAKER
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MR. C. G. EZZARD
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Archbishop of Atlanta
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MR. AL KUETTNER
DR. ROBERT E. LEE
MR. ROLLAND MAXWELL
MR. F. W. PATTERSON
RABBI JACOB M. ROTHSCHILD
MR. M. O. "BUZZ" RYAN
MR. JACK SELLS
MRS. MARY STEPHENS
THE REVEREND SAMUEL WILLIAMS

MRS. ELIZA K. PASCHALL,
Executive Director

April 17, 1967

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Paul:

I am very pleased that you will be able to attend the April meeting of the Community Relations Commission.

We will meet on Friday, April 28, 1967, in Committee Room #2, City Hall. Our meetings start at 1:30 p.m., and we endeavor to adjourn prior to 4:00 p.m.

I appreciate your willingness to come to meet with the Commission. We will be benefited by your statement as to the community relations problems of Atlanta and the mandate resting upon the Commission under the Ordinance establishing our program.

Yours very sincerely,

Irving K. Kaler, Chairman

IKK:db
cc: Mrs. Eliza K. Paschall

set up file SRC

STATE OF WEST VIRGINIA

HULETT C. SMITH
GOVERNOR

HUMAN RIGHTS COMMISSION

COMMISSIONERS
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CHARLESTON, WEST VIRGINIA 25305
TELEPHONE 304 - 343-4411 - EXT. 2616

HOWARD W. MCKINNEY
EXECUTIVE DIRECTOR
GEORGE E. CHAMBERLAIN, JR.
FIELD SERVICE DIRECTOR

December 21, 1965

Mr. Paul Anthony, Director
Southern Regional Council
5 Forsythe Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

Some time ago we were receiving information from you when various reports were available, but for some reason do not seem to be doing so any longer, as we have not received anything but "THE NEW SOUTH" in some little time.

I would like to receive information as various studies and reports are available. We would be willing to pay for such a service; of course, we could do so only with a bill for services and not as a contribution.

Sincerely,

Howard W. McKinney

Howard W. McKinney
EXECUTIVE DIRECTOR

HWM/ch

December 29, 1965

File → FC

MEMO: To Mr. Ed Lewis

Under whatever system you devise, please have the attached added to our mailing list (Inter-Agency). This office should already be on our list, but apparently is not.

Also from time to time I will be sending names in to be held for our new promotion when we get it available.

Sincerely,

Paul Anthony
Executive Director

PA/km

Enc. - 1

Mr. Kenneth O'Reilly
Vice-Pres. Kennedy
Foundation

December 29, 1965

Mr. Howard W. McKinney
Executive Director
Human Rights Commission
State of West Virginia
W-202 State Capitol Building
Charleston, West Virginia 25305

Dear Mr. McKinney:

Under separate cover we are sending you our recent publications and adding you to our mailing list.

There is no charge.

Sincerely,

Paul Anthony
Executive Director

PA/km

Bernice

BC - please do or have done what is necessary & return letter to me

Rec'd 10/18/65

MS file

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS 77001

PUBLIC RELATIONS DEPARTMENT

October 13, 1965

Mr. Paul Anthony, Field Director
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta 3, Georgia

Dear Paul:

First, let me thank you most sincerely for your cooperation in making available your mailing list for our distribution of J. S. Avery's commencement address at Philander Smith College. A measure of the effectiveness of this mailing is the large number of persons who took time to write complimentary letters. The themes which the speech underscored were wholly acceptable to the recipients and they lost no time in responding accordingly.

Another measure of something which will please you is the return of very few letters for want of better address or for other reasons. I'm returning them herewith in the thought that you'll want to make the corrections on your list.

With kindest regards,

Sincerely,

George

G. A. Lloyd

GAL:ts
Attach.

return letter to Paul Anthony.

December 20, 1965

Mr. G. A. Lloyd
Coordinator of Public Affairs
Humble Oil & Refining Company
Houston, Texas 77001

Dear George:

Thank you for the report of the TSU Workshop. I found it very interesting reading and certainly the results were impressive.

I continue to be grateful for your good efforts and through you the efforts of Humble Oil.

All good wishes for the Season.

Sincerely,

Paul Anthony
Executive Director

PA/km

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS 77001

PUBLIC RELATIONS DEPARTMENT

November 24, 1965

Rec'd 12/7/65

Mr. Paul Anthony, Field Director
Southern Regional Council
5 Forsythe Street, NW
Atlanta 3, Georgia

Dear Paul:

I'm pleased to send you herewith a copy of Dr. J. B. Jones' report on the Texas Southern University Summer Workshop in which my company, Humble Oil, played a sponsoring and coordinating role. Dr. Jones summarizes the many activities which made up the workshop and presents evaluations, conclusions and recommendations of the participating educators which are presently being studied for the development of adequate follow-up.

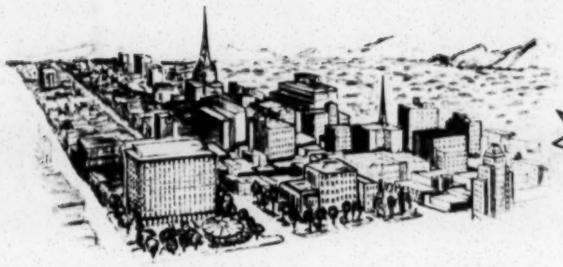
I think you'll be particularly interested in the results of this highly successful program as shown in the evaluation on pages 17 and 23 as well as in other sections of the report.

Very truly yours,

G. A. Lloyd

G. A. Lloyd
Coordinator of Public Affairs

GAL:ts
Attach.



CITY OF PHOENIX
ARIZONA

HUMAN RELATIONS COMMISSION • 135 NORTH 2ND AVENUE • SUITE 315 • PHOENIX, ARIZONA • PHONE 262-6891

Rec'd 3/7/66

February 28, 1966

MT

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forysth Street N. W.
Atlanta, Georgia

Dear Paul:

Thanks for the information on the Mayor's recruiting of the football team and the invitation to visit you.

As much as I would like to accept that invitation I am afraid I won't see you intil the NAIRO Conference in Los Angeles. In the meantime, please tell everyone hello.

Yours sincerely,

HUMAN RELATIONS COMMISSION

Henry

Henry A. Cabirac, Jr.
Director

HAC:lh

HUMBLE'S EARN AND LEARN PROGRAM

To Train Future Stenographers

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS JUNE 20, 1966

File
Gen
Cr. of
Marion A Wright
"Speeches" 1966

~~Reading file~~

Bob Anderson
has copy
of MAW's
Speech

August 8, 1966

Mr. G. A. Lloyd
Humble Oil & Refining Company
Houston, Texas 77001

Dear George:

Thank you very much for sharing with me Mr. Wright's excellent speech.

We would be happy to consider sending it to the members of our Council, but I would first like to have it considered for the Fall issue of NEW SOUTH. The magazine, in its new quarterly format, runs a section of distinguished speeches or excerpts from them. I think that very likely we would want to publish that if we have your permission to do so. In this way it would reach the members of the Council, but a considerably wider audience as well. At your convenience, may I have your reaction to this.

Certainly, if I ever have an opportunity again to get to Houston I will let you know ahead of time and hope for a visit.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/km

(2)

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS 77001

PUBLIC RELATIONS DEPARTMENT

July 29, 1966

Mr. Paul Anthony, Field Director
Southern Regional Council
5 Forsythe Street, NW
Atlanta 3, Georgia

Dear Paul:

Our Company Board Chairman M. A. Wright delivered the attached speech in Chicago yesterday. Its strong plea for businessmen's participation in working to resolve the poverty problem is not only a meaningful theme in terms of your and my Council interests but is an essential ingredient for real progress anywhere. It seemed to me worthy of propagation broadly in the business community of the United States and I wonder if you would want to consider mailing it to members of Southern Regional Council. If you would I'd be glad to pay the expense of the mailing.

Come see me when you come by! Best,

Sincerely,

George

G. A. Lloyd

GAL:ts
Attach.

August 23, 1966

Mr. G. A. Lloyd
Humble Oil & Refining Company
Public Relations Department
Houston, Texas 77001

Dear George:

It has definitely been decided that we will carry Mr. Wright's speech in the fall issue of NEW SOUTH. I hope the magazine will arrive from the printers sometime in October and you are most welcome to as many copies as you can make need of.

It is likely that we will run the speech in its entirety. If there is any editing or cutting we will send you copy of the proof for your approval.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/km

Rec'd 8/17/66

(2)

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS 77001

PUBLIC RELATIONS DEPARTMENT

August 16, 1966

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

I think your idea of carrying Mike Wright's speech in NEW SOUTH is great and do by all means support it. When it appears I would appreciate a few copies to acquaint some of our people with one of your important communicators -- NEW SOUTH.

Meanwhile, we're pleased with the response to the speech as reflected in general newspaper and business publication editorial treatment. The theme strikes a note of harmony and approval of the idea of businessmen becoming more involved in resolving social-welfare problems at the community level. I'm sure you'll welcome them to your halls as will others already deeply involved.

With all good wishes,

Sincerely,

George

G. A. Lloyd

GAL:ts

October 3, 1966

file

Mr. George A. Lloyd
Humble Oil and Refining Company
Public Relations Department
Houston, Texas 77001

Dear George:

Thanks for the copy of Mr. Wright's speech in booklet form. The biographical material is especially welcomed.

We are having an analysis done of Atlanta's recent experiences, and when it is available, I'll see that you get a copy.

With every good wish,

Sincerely,

Paul Anthony
Executive Director

PA/mmj

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS 77001

PUBLIC RELATIONS DEPARTMENT

September 28, 1966

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

I was distressed with the recent Atlanta problem during which, I assure you, I thought much about you. If you've done any assay of the situation, or have an objective one done by others, I'd be pleased to have it for our preventive work in the Houston Council on Human Relations. Perhaps we can learn from that most unfortunate and, I feel, sad turn of events.

Here's M. A. Wright's speech in booklet form about which we wrote. It carries some bullets and his biography, some of which may be useful should you run it in "New South."

With kindest regards,

Sincerely,

George

G. A. Lloyd

GAL:ts
Attach.

cc: Mrs. A. E. Dukler, HCHR

File
Humble Oil & Refining Co.
(if there is a file -
if not file "HU" gen)

November 23, 1966

Mr. G. A. Lloyd
Humble Oil & Refining Company
Houston, Texas 77001

Dear George:

Thanks for the copies of the very interesting pamphlet which you distributed.

I think the best way we could get them into the hands of interested parties would be through rather selected distribution here in our office. We would be grateful for 50 copies of each of these. Among the uses we would make of them is to send copies to each of the directors of state councils on human relations, and - with your agreement - indicate that additional copies can be secured from you.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/km

(8)

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS 77001

PUBLIC RELATIONS DEPARTMENT

November 16, 1966

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

I've just made a mailing of the enclosed combination to fellow members of the Houston Council on Human Relations. Both have been received with much interest, especially the HELP pamphlet which describes a pilot program of ours which gets right to the nut of things.

I think emulation of the HELP program is most likely in the business communities and wonder if you have any suggestions to accomplish this. Would your general membership have interest? If so, I'll be pleased to do a mailing from here if you provide me with a list.

Best wishes,

George

G. A. Lloyd

GAL:ts
Attach.

HUMBLE OIL & REFINING COMPANY
P. O. Box 2180 Houston, Texas 77001

We believe the attached will be of interest to you.

G. A. Lloyd

G. A. LLOYD
Public Affairs-Community Relations

File
~~Humble Oil~~
~~Tsu~~
Humble Oil & Refining
(Make file)

March 31, 1967

Mr. George A. Lloyd
Public Affairs-Community Relations
Humble Oil and Refining Company
Houston, Texas 77001

Dear George:

Thank you for the report of the TSU workshop. It is a formidable document, but looks very interesting and I am carrying it around with me determined to read it. You are to be commended for this kind of cooperation and support.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS 77001

PUBLIC RELATIONS DEPARTMENT

March 22, 1967

Mr. Paul Anthony, Executive Director
Southern Regional Council
Atlanta, Georgia 30303

Dear Paul:

I am pleased to enclose a copy of Dr. J. B. Jones' report of the 1966 Texas Southern University Workshop, in which my Company, Humble Oil, joined other Houston-based business firms in the sponsorship and coordination.

Dr. Jones gives an evaluation of the workshop on page 23 of the report. Following this is a short section on the strong and weak points of the workshop. From pages 31 to 41 are the observations of the five groups which participated in the workshop. Then on page 44 Dr. Jones gives a 10-point summary.

The conclusions and recommendations are now being studied for implementation. At the same time plans are underway to make the 1967 TSU Workshop the finest of its kind in the United States.

Sincerely,

George

G. A. Lloyd
Public Affairs-Community Relations

GAL:ts
Attach.

File
Humble Oil Co

May 19, 1967

Mr. George A. Lloyd
Director of Public Relations
Humble Oil & Refining Company, Rm. 4103
Houston, Texas 77001

Dear George:

We will be pleased to furnish you with lists of names and addresses so that you might mail your booklet. As I told you on the telephone, we can either furnish you with 3 x 5 cards or if you would ship us your envelopes we would address them and return to you. This latter procedure appears to me to make the most sense.

Sincerely,

James N. Wood, Jr.
Executive Assistant

JNW/mmj

JW

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS 77001

PUBLIC RELATIONS DEPARTMENT

May 15, 1967

Mr. James N. Wood, Jr.
Executive Assistant
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Jim:

I enjoyed very much the opportunity to discuss mutual interests on the phone the other day. Ed Stanfield did a good job at our Council board meeting and made a fine impression at the University of Houston.

With respect to the mail list we discussed, enclosed is a copy of J. S. Avery's speech which talks to the objectives of human relations councils at a meeting of one of them - the Baytown (Texas) Council on Human Relations. I'd like to send a copy to each of those on your various mail lists in accordance with the basis and background we discussed. We'll, of course, assume any expense which is involved. I'll be pleased to have your views.

With kind regards,

Sincerely,

Jerry

G. A. Lloyd

GAL:ts
Encl.

While this is obviously a P.R. deal for Humble, I can see no harm in helping them to express their views. They might even talk themselves into a modicum of responsibility!

Ed

a very presumptious speech — and superficial. PW —

Jake
Humble Oil Co.

PA

The Private Sector's Role in Making All Systems Go

by

G. A. Lloyd

Coordinator of
Public Affairs-Community Relations

Humble Oil & Refining Company

before the

Conference on Human Resources

University Center
University of Houston
Houston, Texas

Tuesday, November 7, 1967
12:00 O'Clock Noon

The Private Sector's Role in Making All Systems Go

I am honored to be your luncheon speaker today. With the title of my talk, I hope you were not expecting a young man undergoing astronaut training at the Manned Space Center here in Houston. Although I am tempted to, I'm afraid I can claim no authorship for the title of my talk. It was selected for me by my good friend Dr. Earl Williams, while I was out of the country. The title, "The Private Sector's Role in Making All Systems Go" (with the word "all" being underscored), is at once localized, topical and appropriate. And the sponsorship of this Conference on Human Resources by the University of Houston, as well as its continuing concern with its community environment, are in the highest tradition of Newman's "Idea of a University."

But let's get down to the nuts and bolts of making all systems go right away. My Board Chairman, M. A. Wright, in a speech to an Oklahoma Chamber of Commerce group just a month ago, said that business can improve its public affairs role by presenting a more positive response to government actions.

Mr. Wright put it like this (and I quote): "All too often it is said that when we (in business) react to a legislative proposal, or a new program, at the local or national level, we are against it. Instead of trying to improve the

proposal or program -- or even better, to offer a constructive alternative to it -- we offer nothing more than criticism of what was proposed." (end of quote)

And more than a year and one-half ago in a Chicago speech, when Mr. Wright was president of the United States Chamber of Commerce, he was saying this to other executives: "The business community's involvement with social problems must take on a new look. Businessmen can no longer afford to restrict their efforts to supplying money and criticism. In the search for solutions to these problems, they must bring into play their leadership and their analytical capabilities. They must help devise new and better approaches to the existing public programs. In short, businessmen have no practical choice but to insist that social problems be given the same careful analytical treatment that business uses in solving its own problems." (end of quote)

In the time since that statement much has happened along the cutting edge of our society--in the great cities of our nation. We have managed to survive an agonizing summer and we have all done our share of reading and reflecting on what happened, why did it happen and what must we do to prevent its repetition. In many quarters, the stark realization that the underlying causes which precipitated the outbreaks will not, nor cannot be solved overnight, has given way to discouragement and despair.

And while the pundits and the politicians and the social scientists take the pulse of the slum, sound out the electorate and conduct depth studies, we are experiencing another probing--a quiet exploration that to me represents one of the best resources--in fact, one of the highest hopes--we have of making the American dream a reality -- a reality for those who have become embittered, disillusioned, defeated. This effort is the widening participation of business in what I call the three E's -- Education, Employment, Environment.

Take, for example, environment. We have attended or learned about the meeting in Washington of the Urban Coalition and through it something about the roots of the problem. We are encouraged to learn that 348 insurance companies have agreed to invest one billion dollars to upgrade our slums. And we all have heard about U.S. Gypsum's success in rehabilitating slum buildings in Harlem. On the basis of its success, not in making money in the first effort, but not losing money either, U.S. Gypsum has bought or optioned 11 more tenaments in Harlem and bought six buildings in Cleveland.

Or take Smith, Kline & French, a Philadelphia drug firm, which has sponsored rehabilitation of slum buildings in its own neighborhood and sells them to the local housing authority. In the same city, Armstrong Cork took a

building and in four months and at a cost of only $33,000, about half of the cost and time of new construction, used its new materials and techniques to show what can be done.

In Kansas City, Hallmark Cards will, during the next 16 years, spend $115 million in rehabilitating a run-down 85-acre tract.

In Cleveland, the American Plywood Association is going into Hough hoping to take over two blocks for rehabilitation to test the suitability of its products. There are many, many other examples of business involvement in a number of major cities. And I believe this is just the beginning.

What about the other two E's -- Employment and Education? Here the progress and the potential for earlier return shows, I think, even greater promise. Take Polaroid Corporation in Cambridge, Mass. It set up a voluntary no-fee agency called Jobs Clearing House and enlisted the support of the some 700 companies that make up the Greater Boston industrial complex. On the basis of a successful company program that hires underprivileged Negroes without high school diplomas and allows them to earn the diploma on company time and at company expense, scores of Boston companies began loaning top administrative people to conduct interviews at the clearinghouse.

And one of the gratifying things about this kind of undertaking is that the businessmen began to learn what it's like to be in the shoes of the slum dweller looking for a job.

The Assistant to the President of Polaroid said the clearinghouse has worked out a rigid set of rules to enforce this learning. He says:

"The ones who interview the females don't wear expensive jewelry, don't wear expensive clothes the days they're going to interview at the clearinghouse. The men do not come in with the big horsey college rings or $150 suits. If they do, they do not do it twice, because I won't permit it."

There are many other encouraging examples. Metropolitan Life in New York recruits through the Urban League, social agencies and organizations in Harlem. Even if applicants fail the exam but show good native intelligence they're put through a 13-week training course. They've also developed what they call a culture fair test. And results show that you can't distinguish a Phi Beta Kappa from a bright high school student.

Pacific Telephone & Telegraph did much the same thing in the Northwest. They weren't getting many minority applicants so they went out after them. They sent Negro and Spanish-speaking recruiters out to the barber shops, pool halls, beauty parlors and anywhere else where people congregate. And the people started

coming in. But they couldn't pass the entrance tests. So they began training courses to give basic skills and found that the potential was there. When the training period ended 18 of the 20 men and 21 of the 22 women in the first class went on to become full-time employees.

Police records are another thing. Pacific Telephone, until five years ago, wouldn't hire people with police records. Now they do if the applicants show promise and a good work record. Others have found that many police blotter cases were of a kind -- traffic violations, juvenile mischief and other -- which happened years before and bore no relation to promise or performance. In Chicago, where the Jobs Now program has had great success in working with kids in the roving street gangs of its worst slums, it waives high school diploma requirements and asks employers to gamble on hiring a kid on the basis of merit after a six-month trial. They urge employers to overlook police records because as Bruce Cole, Director of Jobs Now, says: "It's pure luck if you don't get arrested if you grow up in the slums of Chicago or in the slums of any other city."

In Sacramento and in other cities free TV time is being donated not only to help find jobs for the unemployed but to "tell it like it is" about the problems Negroes have seeking jobs.

As one example, let's look at the problem of employment tests. We are conscious of the need for objective measures to aid in selecting people with the abilities required for success on the job. Yet, sometimes the test standards are restrictive in areas like reading ability, mathematics knowledge, and others where further education may be all that is needed.

In my Company we have one location where we have reduced overall entrance qualifying levels. The reductions have been principally in scholastic-oriented subjects such as math and chemical comprehension with some lowering of learning ability and aptitude response. These changes make possible higher passing grades for the educationally deprived.

Those who pass are given supplementary educational help on the job in the scholastically oriented subjects until they are ready to become full-fledged trainees and enter the apprentice-type program. And the examples could go on and on.

These examples in employment, education and in the environment have a multiple payoff. For the community it means less unemployment, smaller relief rolls, less despair and potential for riot. Rehabilitation of neighborhoods may mean, for many, a decent home, perhaps for the first time. And jobs and training

bring a dignity and self-respect that grows with being able to make your own way. For business there's a multiple payoff. First, it's good business; and it's not just doing something about the most profound social issue of our times. Rather it increases the market for a company's goods and services, reduces its own tax burden and, most important, demonstrates that the private enterprise system, with its vast potential for organizing, setting priorities, approaching problems analytically, and getting the optimum results at the least cost still has relevance and meaning in the unique and continuing experiment we call the American dream.

I think Hedley Donovan, Editor-in-Chief of TIME, put it well when he called upon business to apply the same creative radicalism it uses to create good, and sometimes great, products into creating good--even great cities.

And what Mr. Donovan calls the businessman's marvelous impatience with the old and the familiar and his receptivity to the new and partly different in economic life, does not stem from pure altruism. It comes partly in the pursuit of a profit, an effort to insure a profitable return for the stockholder's investment.

But it also includes something else. Harold Brayman, recently retired director of public relations for du Pont, puts it as well as I've ever read it in

his recent book "Corporate Management in a World of Politics." He says: (and I quote) "The major objective (of business) must become public service -- not of the eleemosynary type -- but public service through technological development, through the creation of cheaper, better or brand new products for the use and benefits of human beings. The objective of just 'making money' is not sufficient." (end of quote)

Our efforts must go beyond the "profit motive" - for the urgency of the times now demand it. We must deal with the problem of transportation to and from work sites. We must deal with the problem of urban development and rehabilitation. And, we must do these things not necessarily for ourselves but for the benefit of the total community. We must act on these problems, not only because inaction will result in further violence and destruction, but because we must reinforce the faith and confidence in the stability and soundness of our private enterprise system.

To begin, we in business must become more politically sophisticated in dealing with government. No longer can we regard government as a nuisance or enemy. The accent today, and properly so because of the magnitude of the problems, must be on cooperation.

And the beginning steps toward this cooperation with government are what Mr. Wright has called "the strategy of the constructive alternate" and the concept of "creative competition."

It boils down to the fact that neither government nor industry nor our university friends have a corner on the market when it comes to ideas and application of ideas that will help us find solutions to some of these profound problems.

We can and must learn from one another. And we can be critical of one another once it has been established all around that there is a deep and real commitment on the part of all of us to finding--not just fault, but answers.

For example, let's take the matter of gauging our nation's economic health. The July labor statistical report indicated that 76.2 million - a record number were employed and that overall 3.9% of the labor force was unemployed - a record low. We in business have tended to look with satisfaction on numbers like these. We even talked in some areas of the country about labor shortages. And we have been right on both counts. But what we overlooked was the concentration of the unemployed among our minorities in our urban and rural slums. And we have also overlooked the alarming rate not only of unemployment, and underemployment but the fact that there were thousands of individuals, mainly men, who seemed to have vanished from the work force altogether.

According to the Department of Labor, in ghetto areas of some of our major cities Negro unemployment alone is extremely high. It runs as high as 48 per cent in some areas of Chicago; 34 per cent in the Watts District of Los Angeles; 36 per cent on the Philadelphia Southside. Similar figures are reported for specific areas of Boston, New York, New Orleans, Washington, D.C., San Antonio, San Francisco and others.

In addition, we all know the rule of thumb statistics for Negroes -- 10 per cent of the labor force, but 20 per cent of the unemployment and 30 per cent of the long-term unemployment. And the picture is no brighter among Mexican-Americans, Puerto Ricans and the poor whites of Appalachia who have migrated to the cities or who sit without hope on rotting front porches in the hills of Kentucky and Tennessee.

Admittedly, large gains have been made in the fight against ignorance, unemployment and poverty during the past several years. But, by 1975, there will be 32 million adults in the labor force without a high school education -- 32 million in an economy whose advancing technology will bury them deeper and deeper into the mire of dependency. We in business now know more about these things.

Let's turn to government for a moment. Government, which collected the statistics, played another numbers game. It gave us ready reference to the number of unemployed, under-employed, and more recently pinpointed where these numbers were.

Now government has gone behind the numbers curtain. It has begun to present us with a human resources inventory--a profile in terms of education, job experience, training and other relevant data on which to provide the basis for meaningful program of training and pre-employment. The next step, the out-reach effort, I find even more exciting and encouraging. The shoe leather job of taking a door-to-door inventory out in the neighborhoods now is taking place. It identifies the individual, who he is, what kind of training, and pre-training, or health service he needs. No longer do we have a faceless mass of numbers. And no longer will we have across-the-board approaches that fail to consider that the unemployment of people like the clotting of blood in our systems can mass in critical spots.

I find other aspects of governmental efforts in training of interest as well. We at Humble have for some time been working to establish a model service station driveway salesman program here in Houston. We have on-going

programs in Newark, Baltimore and in Los Angeles. But we want our program here in Houston to be better, hopefully to serve as the model for all of our installations which can be adapted with benefit throughout the country. We have worked with the Vocational Guidance Service here in Houston -- an agency which receives much of its funding from the Federal Government. And we find that much of their success has been due to a well organized and smooth functioning program of pre-screening, pre-employment training and, of greatest importance, the pre-employment counseling and follow-up counseling that extends all the way into permanent employment.

We have also found that the Job Corps Center in Omaha, the training people have devised some excellent step-by-step training methods. What they do is isolate learning to a specific step at what they call a training station. Once the trainee masters the assigned particle of learning he moves on to the next training station. In the driveway salesman and mechanical program, for example, by the time the trainee has progressed through as many as 75 training stations he has learned the mechanics of being a service station attendant as well as the skills of brake adjustment, wheel alignment, electrical systems, tune-up, engine overhaul, differential and transmission repair. Additional

training is also available for radiator repair, automatic transmissions, foreign car maintenance and management skills.

And what's the motivational secret of all of this? It is the signs at each new plateau of progress that spell out how much each skill is worth in terms of earning power -- perhaps the most potent and meaningful of all the kinds of power we hear about these days.

Now all of this is not new. But it's significant. It points out what we really need -- not the dramatic breakthroughs and not the great innovative schemes some have been clamoring for. If we wait for these things--we won't get them. Edison after all didn't discover the light bulb looking up at the ceiling.

What we have to do, is what we have always done well--only do it better--for a new, a larger market than in the past. We have to examine what we've done in the past, turn our theories and procedures upside down, inside out and see how they might be restructured to provide a useful application to the problems at hand.

This approach, after all, isn't new. Painters, for example, have looked at life for centuries. They've dissected it, analyzed it for its values

of color, form, light and shadow and put it all back together whole on canvas in a way that gives us, the viewer, a fresh perspective on a thing. Sculptors, too, have done the same. And so have novelists and poets who interpret life to us from a perspective that is unique, and if it's great, something universal and lasting.

While we're not poets or artists we, in a sense, can do more. We can not only comment on the quality of life, but we can alter it as well.

This is why I am greatly encouraged by the pathfinding efforts of Dr. Williams and Dr. Champagne here at the University of Houston. These men, above all, know that it is not enough for the academician to dream up a revolutionary new idea in the ivory tower and give it to business and government and tell them to make it work. Dr. Williams' laboratory is not up within the ivy covered walls but out in the neighborhood -- the toughest proving ground where theories are tested and altered to fit the needs of those who can benefit from them.

We in business and in government too can learn from good example. A businessman or a government official cannot make his greatest impact on the quality of life around him if he never sees it. We don't see the slums with our draperies

pulled; we don't hear its sound when the charms of Muzak are purring to us; and we don't smell the slums and get their sweaty realities in our air-conditioned honeycombs. We must join Dr. Williams and his colleagues in this difficult but invigorating contest of creative competition.

While we compete in the most important domestic battlefield of survival since the end of the Civil War let us not forget the ingredients that enabled us to carry on in other times of stress.

After 20 years of uninterrupted cold war, perhaps we have lost some of our buoyancy to get on with the tasks at hand, to work together in competition that takes the best of what each has to offer. Maybe in this age of the mod and the hippie, in this age of the now and the instant, working to see who can provide the best answers seems old fashioned and "boy scouty."

But if you grant that human nature has not changed, determination does not seem so dated. Remember how a Churchill brought the English through their finest hour. Think of the promise of hardship and sacrifice that produces the quiet and unnoticed nobility of the Peace Corps. I believe the reservoir for productive good that has always been so abundant in this land of ours is with us still. It was for this reason that I was interested to read a news report on

a speech Dr. Philip G. Hoffman, the President of this University, made in North Carolina last month. He noted that students want recognition and a sense of meaningful participation. Further, Dr. Hoffman said: "He wants his importance as an individual to be confirmed and he wants a voice in affairs that affect him."

A few days later, also in North Carolina, Russell H. Venn, a Humble vice president, told a conference on campus industrial relations: "Business is where the action is. It is a place where energetic and talented people can get all the thrills and excitement they want and all the challenge they can handle. Business is also a place where one with a sense of social responsibility can feel that he is contributing to the national well-being, as well as to the interests of his community and himself." (end of quote)

And it's true. It can mean working with the schools and the community to set up Humble's HELP program--a nine-month stenographic training program for culturally disadvantaged girls now in its second year. Or it can mean working with the union at our Baytown refinery and a local junior college to set up an upgrading program in which three classes -- roughly 30 men of all shades and race -- have taken themselves back to school for a 120-hour night school course that will qualify them for the first-class craftsmen jobs they never could get before. And

these programs can mean an average of $10,000 more in lifetime earnings for each successful graduate of the program.

It can, and does, mean for Humble employees additional outside jobs like heading up the local plans for progress council, spearheading youth motivation programs, working on housing committees, planning job fairs, helping organize achievement for the disadvantaged, serving on Job Corps and OEO advisory committees and many other difficult but satisfying contributions to community well-being.

All of these efforts lead me to believe that the private sector's role in making all systems go will become significantly larger in the next few years. And perhaps the word systems provides the key.

In a recent speech Frederick R. Kappel, chairman of the executive committee of the Board of AT&T, discussed systems. As a lead-in to his discussion he quoted sociologist Nathan Glazer of the University of California on poverty programs.

Professor Glazer noted that more funds for more bureaucracies evoked little enthusiasm from sociologists or social critics. He noted that here in this country private, voluntary, non-state efforts have been ingenious in designing

programs to help their own members and others. He went on to say:

"The really creative part of our consideration of the problem of poverty must be to learn how to stimulate such efforts, how to support them, how to put government funds into them without blighting them... It is in the stimulation of individual and group effort--whether motivated by profit, charity, group pride, or the desire for individual fulfillment or salvation--that I see the most productive courses we can follow to overcome poverty." (end of quote)

Taking off on this, Mr. Kappel said that business can aid the community toward sound planning, good financial judgment, effective organization through what he called systems engineering.

We are somewhat familiar with this term because it is part of the language of defense-oriented businesses and the aerospace industry.

In defining it Mr. Kappel said it is simply a rigorous effort to evaluate all the factors of need in creating a useful system. "Emphasis," Mr. Kappel said (and here I'm quoting him), "must be on a system rather than an object, a system of shelter, for example, embracing all the aspects of how you get to and from shelter, the air you breathe indoors and out, the aesthetic values, the kinds of play areas your children will enjoy--this whole system is

what you think about--instead of a housing development, period. Then you evaluate alternatives, and finally you use all the results of your study as an aid to judgment."

He goes on to say: "An obvious point about systems thinking is that it must bring together many points of view. It demands cooperation. Much emphasis has rightly been placed on the need for mixed teams in developing effective computerized information-handling systems. Similarly, a systems approach to community problems will require the joint interest of people in business, labor and government. The mixed team will have to be more mixed."

And once again we find that we have come the full circle to cooperation, participation, creative competition, call it what you will. The best simile I can think of to describe it is when jazz men take off on wild flights of inventiveness, competing, yet cooperating with one another in tonal invention. And then, as if by some miracle, all of them ending harmoniously and together.

Thus, may I conclude with the most improbable harbinger of this new age. This new age of the mixed team <u>must</u> have arrived when Daniel P. Moynihan says to the ADA that if state and local governments are to solve our urban problems they must receive a share of federal revenues on a permanent, ongoing basis and

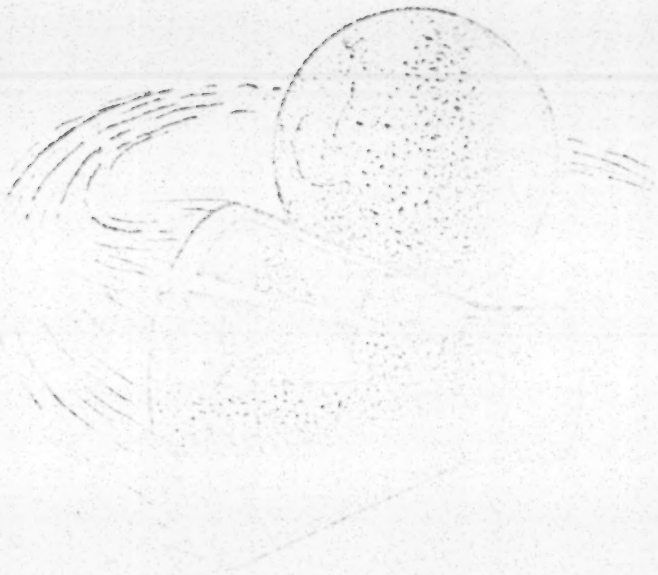
columnist David Lawrence writes: (and I quote) "The fact that business and government are planning at long last to work together to try to find a solution to the employment problem is a heartening sign."

Thank you.

A Major Conference

COUNTDOWN FOR THE SPACE AGE: RETOOLING OUR HUMAN RESOURCES

THE UNIVERSITY CENTER
NOVEMBER 6–8, 1967



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Dr. J. Earl Williams, Professor of Economics
and
Director of the Manpower Educational Services Project

Retooling Our Human Resources
A Conference Based On Space City's Experience
with the
Human Resources Development Program

Background

Space age technology blesses our nation with abundance and a good life for most Americans who are able to adjust to its demands and take advantage of its opportunities. However, millions of our citizens have been bypassed by our scientific achievements and are unable to participate in or contribute to the astroculture we are creating. Living in urban ghettos, the disadvantaged poor are undereducated, undertrained, underemployed and unemployed. They, in truth, are the casualties of our success story.

To make them competitors in our future-oriented economic system and to help them become more capable participants in our way of life, the understanding, involvement, and commitment of all our private and public institutions is essential. Past efforts have failed to reach the hardcore unemployed and a new manpower approach must be developed to conserve and utilize all of our human resources.

Objectives of the Conference

- To examine the important Human Resources Development concepts and principles which will provide a better understanding of the interlocking problems of the hardcore unemployed.
- To present the basic thrusts of a Human Resources Development Program.
- To survey the essential elements and pool the know-how gained in the five pilot HRD cities.
- To assist industrial, governmental and community leaders in the implementation of a coordinated strategy to meet this need.

Registration and Housing

This conference on human resources has been designed to meet the needs of urban leaders in the Southeast and Southwest. Business and labor leaders, employment security personnel, and those engaged in programs funded through the Office of Economic Opportunity will be given first preference. All sessions of the conference will be held in the University Center. Housing for out-of-town conferees has been reserved in motels located just north of the campus on the Gulf Freeway feeder street near Cullen Boulevard. Registration deadline is Friday, November 3rd. Those desiring to attend should fill in the enclosed forms and return immediately to the University.

Cost

Room reservations should be made directly by each conferee. Space at the Ramada Inn, 3615 Gulf Freeway, and the Rodeway Inn, 4115 Gulf Freeway, is being held for our participants. The cost ranges from $9.50 for singles to $12.50 for twin doubles. The motels will handle their own billing procedures for guests.

The registration fee is fifteen dollars ($15.00). This includes the Monday evening banquet, the Tuesday luncheon, the closing luncheon on Wednesday, and all conference materials. Make your check payable to The Manpower Educational Services Project, University of Houston, and send by return mail with your enrollment form.

SCHEDULE

Monday, November 6

4:00 p.m. Registration, Second Floor Lobby, University Center

6:30 p.m. General Assembly and Banquet, Dallas Room

Presiding: Dr. J. Earl Williams, University of Houston

Speaker: The Honorable Barbara Jordan, Texas State Senator

Subject: RETOOLING TECHNOLOGY TO GET EVERYBODY ABOARD IN THE SPACE AGE

Group Reaction and Response

9:30 p.m. Adjournment

Tuesday, November 7

9:00 a.m. General Assembly, Dallas Room

Presiding: Miss Augusta H. Clawson, Manpower Administration, The U. S. Department of Labor

Speaker: Dr. J. Earl Williams

Subject: COUNTDOWN FOR HUMAN RESOURCES DEVELOPMENT: TEN . . . NINE . . . EIGHT . . . SEVEN . . .

9.30 a.m. I Workshop Session - Topics are:

RECRUITING THE CREW

PUTTING THEM INTO THE ORBIT OF WORK

THE LAUNCHING TEAM TO BREAK THE POVERTY BARRIER

11:00 a.m. Coffee Break

11:15 a.m. II Workshop Session

1:00 p.m. Luncheon, Corpus Christi Room

Presiding: Dr. Patrick J. Nicholson, Vice President, University of Houston

Speaker: Mr. George Lloyd, Coordinator of Public Affairs-Community Relations, The Humble Oil and Refining Company

Subject: THE PRIVATE SECTOR'S ROLE IN MAKING ALL SYSTEMS GO

2:30 p.m. III Workshop Session

3:30 p.m. Coffee Break

4:00 p.m. III Workshop Session Continued

5:00 p.m. Adjournment

Wednesday, November 8

9:00 a.m. General Assembly, Houston Room

Presiding: Mr. Louis Nemerofsky, Manpower Administration, The U. S. Department of Labor

Speaker: Mr. Bruce Cole, Consultant, United States Employment Service

Subject: SHOOTING THE MOON

Group Reaction and Response

9:45 a.m. A Mock Congressional Hearing, The Select Committee on HRD: ADVANCING THE TIME TABLE FOR MANNED LANDINGS

Moderator: Mr. Walter Richter, Regional Director, Southwest, Office of Economic Opportunity

Witnesses: Officials from the five pilot HRD Projects

"Congressional Panel"

ES, Southeast, Mr. Julian O. Colquitt, Regional Director

OEO, Southeast, Mr. Ralph A. Phelps, Jr., Regional Director

BES, Southwest, Mr. Tracy Murrell, Regional Director

OEO, Southwest, Mr. Walter H. Richter, Regional Director

11:00 a.m. Coffee Break

11:30 a.m. Congressional Hearing Continued

1:00 p.m. Luncheon, The Houston Room

Presiding: Mr. Homer Jackson, Texas Employment Commission, Houston, Texas

Speaker: Mr. Charles Odell, Director, U. S. Employment Service

Subject: LIFT OFF: THE THRUST TOWARD TOTAL EMPLOYABILITY

Closing Remarks: Dr. J. Earl Williams

Conference Coordinators

James R. Noland, Executive Director, Protestant Charities of Houston

Mrs. George Dumbauld, Administrative Assistant, The Manpower Educational Services Project

Miss Augusta H. Clawson, Manpower Administration, Division of Program Utilization, The U. S. Department of Labor

MEMO FROM THE DESK OF:

Bob Anderson

Paul: I agree that a special report on the general subject of business involvement would be more timely than publication of this speech next year in NEW SOUTH. Regardless of how good a man he is, though, (and I'm not questioning that at all) do you think someone outside Business might be better? Would we issue it with or without a byline and corporate identification? If the latter we would inevitably have to figure that he pulled his punches. If the former, then, that might be something else.

Bob
Bob

Humble Oil?

***Memo from* G. A. LLOYD**

Date 11-21-67

Dear Paul:

Here's my latest contribution to the cause. It's part of our persistent effort to get greater involvement of the business world in "that other world."

Help yourself if you want.

Best,

George

GAL:ts
Attach.

Mr. Paul Anthony
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Geo
Humble Oil Co.

November 22, 1967

Mr. G. A. Lloyd
Director of Public Relations
Humble Oil & Refining Company
Room 4103
Houston, Texas 77001

Dear George:

Thank you very much for the copy of your speech at the University Houston. Believe it or not, I read it today within two hours after it arrived. It is quite good and I have passed it on to our Managing Editor.

Under the circumstances we would likely want to publish part of it, but our winter issue is set and the spring issue won't see the light of day for about six months. I have raised one other idea with the editor and will wait for his reaction. But I may approach you further about this very inferesting information.

Warm regards.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

File Humble Oil & Refining Co.

December 14, 1967

Mr. G. A. Lloyd
Humble Oil and Refining Company
Room 4103
Houston, Texas 77001

Dear George:

Finally, here is a further response to the speech you sent me sometime ago.

In it there are more specific instances of what industry is doing in the way of hiring, working in program areas and related self-initiated programs than I have seen elsewhere. Is it possible you could take this information as well as what the more forward-looking businessmen would think and some of the reasons why they are carrying on these programs, and make them into what we would use either as an article for New South or as a special report to be distributed to our kinds of people and to business leadership in the region? I know this is asking a great deal of you, but we would be in no hurry for it and would very much appreciate your considering this.

Every good wish of the season from all of us here.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

File
Humble Oil Co.

March 11, 1968

Mr. G. A. Lloyd
Humble Oil and Refining Company
Room 4103
Houston, Texas 77001

Dear George:

It was good to see you last week. I only wish we had had more of an opportunity to visit.

I didn't feel that I could respond differently to you about the Baton Rouge situation at the time you brought it up. I think, however, the Louisiana Council and its staff, at this point, are very weak and that very likely the agency will go out of existence in the near future. Therefore, while I am at a considerable distance and have to leave the final decisions to the parties involved, I doubt that you should go on record as encouraging a grant from Humble to the Louisiana Council.

If you wish, I would be happy to discuss this with you further.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

file

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS 77001

PUBLIC RELATIONS DEPARTMENT

file

April 17, 1968

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

Enclosed is a copy of the 1967 Houston Summer Job Fair for Students report. It is a brief documentation of the day-by-day efforts in organizing a community-wide project with a lead time of thirteen days.

This year, as you are probably well aware, plans are well advanced for the second effort which will take place on Tuesday and Wednesday, May 14 and 15, at Sam Houston Coliseum. The many Fair committees have been meeting almost continuously since the close of the 1967 Fair, and we are hopeful this year that we will be able to place many more youngsters from low-income families in gainful summer employment.

At the present time, the youngsters are undergoing pre-employment registration at the schools. We know they will show the same kind of enthusiasm they demonstrated last year. Our problems again will be in trying to generate more jobs than were available last year.

We hope that you will give the Job Fair the kind of support it deserves to show that Houston is a "city that cares."

Sincerely,

G. A. Lloyd

G. A. Lloyd, Coordinator
Public Affairs-Community Relations

GAL:ts
Encl.

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS 77001

PUBLIC RELATIONS DEPARTMENT

file

April 22, 1968

Rev. Edgar M. Greider
1026 Ponce de Leon Ave., N.E.
Atlanta, Georgia 30306

Dear Mr. Greider:

I'm sending to you herewith the report published by Humble covering the Job Fair experience in Houston during the Summer of 1967. Also enclosed is a summary of the plan and program for 1968. We're presently engaged in the pre-registration of students at junior and senior high schools with full cooperation of the school district who are releasing students from classes for this purpose. This course cuts down considerably on the hold-up time in processing on the days of interviewing and making job offers. The school district will also release the student for this purpose.

Should you or your colleagues desire additional information, I refer you to Dr. Blair Justice, Assistant to the Mayor, City Hall, Houston, Texas, who is chairman of the 1968 Job Fair Program.

With best wishes,

Sincerely,

G. A. Lloyd, Coordinator
Public Affairs-Community Relations

GAL:ts
Encl.

cc: Mr. Paul Anthony

Jim - ?

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS 77001

PUBLIC RELATIONS DEPARTMENT

May 6, 1968

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

We would like to send the attached booklets to your various memberships. The Humble Earn and Learn Booklet actually will be an up-dating of the enclosed booklet. If possible, we would like labels of the lists sent to us which we would then affix and mail out. We would, of course, assume any cost involved.

When you have had an opportunity to look these over, we would be most pleased to have your views.

With all best wishes,

Sincerely,

George

G. A. Lloyd

GAL:ts
Attach.

file

May 8, 1968

Mr. George A. Lloyd
Department of Public Relations
Humble Oil & Refining Company
Houston, Texas 77001

Dear George:

Thanks for sharing the copies of the publications. Quite frankly, I don't think it would be worth the expense to share them with our several lists as we have some other things. However, we could make very good use of about 200 copies if you could spare that many.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

File
Humble Oil & Refining Co.

May 17, 1968

Mr. George A. Lloyd
Public Relations Department
Humble Oil & Refining Company
Houston, Texas 77001

Dear George:

Thanks for the materials. We shall make good use of them and may want a few more later if they are available. We will incur the modest cost of distribution.

If it is appropriate, and not imposing on a good friendship, I would like to talk with you some time about the possibility of a grant from Humble. We have been very disappointed in the few efforts we have made for business support. Even a modest grant from a major souther-based corporation would be doubly valuable to us.

Every good wish.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

HUMBLE OIL & REFINING COMPANY

HOUSTON, TEXAS 77001

PUBLIC RELATIONS DEPARTMENT

May 14, 1968

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

Under separate cover we're sending 200 copies of the Humble HELP Booklet and Better Skills for Better Jobs. If there is any expense incurred in your mailing, please let us know so that we can pick up our share of the cost.

All best wishes,

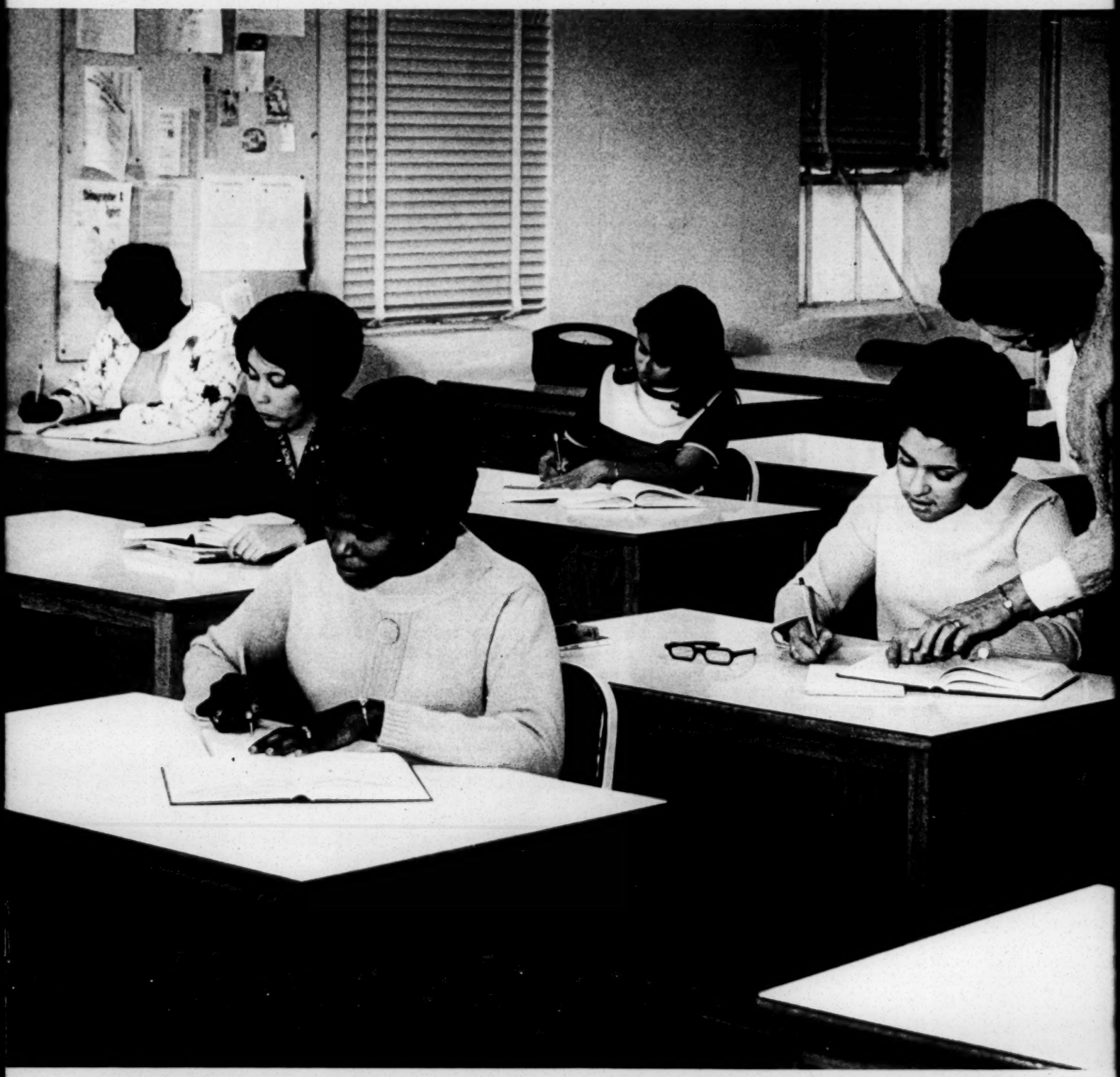
Sincerely,

George

G. A. Lloyd

GAL:ts

Better Skills for Better Jobs



HELP Provides Help—Young girls further their stenographic skills by attending business college in Houston on Humble Earn and Learn Program scholarships. Plans for Progress report starts on page 2.

file: Humble Oil Co.

THE NATION AND THE NEIGHBORHOOD

GREAT SOCIETY

EDGAR STERN FAMILY FUND
10 EAST 44TH STREET
NEW YORK 17, N. Y.

August 27, 1963

Mr. Leslie Dunbar
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Dunbar:

I am enclosing a copy of a letter going to Mr. J.J. Falgout today. Knowing of your many conversations with David Hunter from Louis Harris's office, I am sure that you share my relief that the matter is finally settled.

The study of attitudes of the white community on the Negro revolution of 1963 is already underway, and I know that Mr. Harris is eager to receive the Stern portion of the costs. I imagine that you will hear from Mr. Falgout within two or three days.

By the way, the address of Louis Harris and Associates Inc., is One Rockefeller Plaza, New York 20, N.Y.

Our thanks to you.

Sincerely,

Marjorie Dammann

Marjorie Dammann

encl.

Cr. rec'd
Cr. rec'd Glen Fund
David Hunter

VJ ✓
PAL ✓
MJ - file

August 28, 1963

Mr. David Hunter
c/o Louis Harris & Associates
#1 Rockefeller Plaza
New York 20, New York

Dear Mr. Hunter:

Confirming our telephone conversation today we are forwarding, enclosed, our check for $10,000 to support the National Public Opinion Survey. — make folder The remainder of the agreed upon funds will be forwarded as soon as we are able.

My understanding is that these funds from us will be supplemented by funds raised directly through you in order that the survey may cover Northern as well as Southern opinion.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj
Enclosure - 1. (Check #2016; $10,000.00)

04 [illegible]
8/28/63

$10 000

make check to

Institute of Government

mail to

Mr David Hunter
c/o Louis Harris & Associates
No. 1 Rockefeller Plaza
New York, 20, New York

ivan
allen

nine stores to serve you
with every type
of business printing

EDGAR STERN FAMILY FUND
521 ROYAL STREET
NEW ORLEANS 16

August 28, 1963

Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Attention: Mr. Leslie W. Dunbar
Executive Director

Gentlemen:

At the request of our directors and trustees, we enclose our check payable to the order of Southern Regional Council in the amount of $17,500.00 representing a grant for the study of attitudes of the white community on the Negro revolution of 1963, being made by Louis Harris and Associates. The grant contains the stipulation that in the event Mr. Harris sells this study, the Fund will be reimbursed accordingly.

CR
9/3/63
RHA

Very truly yours,

EDGAR STERN FAMILY FUND

By J. J. Falgout
Joseph J. Falgout

JJF/amb

Enclosure

CC: Mrs. Edgar B. Stern
Mrs. Marjorie Dammann
Mrs. Thomas B. Hess

Rec'd 8/30/63

Institute of Government

PRINCETON, NEW JERSEY

DEAN RICHARD PITZEL
Director

August 28, 1963

Mr. Leslie Dunbar
Executive Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Dunbar:

This letter will formalize the dimensions of the project we discussed by phone.

The Institute is convinced that a present void in research can be filled by an immediate study of public attitudes toward the civil rights drive. We feel this void is all the more regrettable because of the extensive public attention which has been focused on the problem in the last several months. It is our considered opinion that a study comparable to the one done by Louis Harris and Associates (reported in the July 29th issue of Newsweek) should be undertaken to discover the nature of attitudes of whites to this problem.

We have discussed the matter with Mr. Harris and he has outlined in the enclosed memo his estimate of what might be learned by such a study.

The Institute has been cooperating with the Council on Human Relations here in Princeton to make possible such a study. The Council chairman has agreed to work jointly with us for the duration of the project.

The Institute is requesting your help in making possible our participation in the study. The total cost is $35,000 with the Council on Human Relations providing half.

As a result of your interest expressed in our telephone conversations, I am hopeful that we can count on an enabling grant of $17,500 from the Southern Regional Council.

The Institute will be preparing a full analysis of the data gathered by this survey. As a result of making this study possible, we will direct our full report of findings to the Southern Regional Council, which I believe will have deep meanings for all the leadership of the Council.

(I should mention, too, that owing to the dual sponsorship of this study, Mr. Harris has agreed to provide Princeton University with a set of the IBM cards from the survey which will enable graduate students to refer to this work in their own research projects for years to come.)

Again, hoping for your participation, Mr. Harris has assigned survey number 1277A to the project, in case it is your custom to identify projects on the face of the check. The check should be made payable to "Institute of Government."

Sincerely,

David Hunter

September 4, 1963

Mr. David Hunter
c/o Louis Harris & Associates
#1 Rockefeller Plaza
New York 20, New York

Dear Mr. Hunter:

Enclosed is our check in the amount of $7,500 representing the final payment on the grant to the Institute of Government in collaboration with Louis Harris & Associates, of a survey of opinion of white persons on race relations in 1963.

This grant is made on the basis of your letter to us of August 28, 1963, and represents our full concurrence in the project as outlined in that letter and in a memorandum prepared by Louis Harris & Associates which was attached.

Prior to completion of the full report to us we would, of course, be interested in hearing from you as the work progresses.

With best regards,

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj
cc: Mrs. Margaret Dammann

September 4, 1963

Mr. Joseph J. Falgout
Edgar Stern Family Fund
521 Royal Street
New Orleans 16, Louisiana

Dear Mr. Falgout:

We have your letter of August 28, 1963, and acknowledge with thanks the enclosed check in the amount of $17,500 representing a grant for the study of attitudes of the white community toward racial relations in 1963; our official receipt is enclosed.

We have noted and accepted the terms of the grant as set forth in your letter.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj
Enclosure - 1. (Official receipt)

EDGAR STERN FAMILY FUND
521 ROYAL STREET
NEW ORLEANS 16

August 28, 1963

Southern Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Attention: Mr. Leslie W. Dunbar
Executive Director

Gentlemen:

At the request of our directors and trustees, we enclose our check payable to the order of Southern Regional Council in the amount of $17,500.00 representing a grant for the study of attitudes of the white community on the Negro revolution of 1963, being made by Louis Harris and Associates. The grant contains the stipulation that in the event Mr. Harris sells this study, the Fund will be reimbursed accordingly.

CR
9/3/63
RHA

Very truly yours,

EDGAR STERN FAMILY FUND

By J. J. Falgout
Joseph J. Falgout

JJF/amb

Enclosure

CC: Mrs. Edgar B. Stern
Mrs. Marjorie Dammann
Mrs. Thomas B. Hess

RECEIVED
OCT 21 1963

Introduction to the Study

This study of white attitudes toward the Negro and toward civil rights began just prior to the March on Washington. It extended through the March and recorded the majority of its interviews during that period when many breathed more easily because of the order and dignity of the March.

Not that there was euphoria (with apologies to Senator Russell) in the aftermath of the demonstration. The results of this survey clearly indicate that those who were not doggedly close-minded understood the specifics that were behind the March. They understood the placards of "Jobs Now," "Equality Now," "Decent Housing Now," "Education Now." And, this analysis seeks to set forth the highlights of that compelling awareness.

The survey seems naturally to divide into ten major subject areas. These are <u>white attitudes toward</u>:

1. The recent history of desegregation (beginning in 1954)

2. The various natures of desegregation
3. The Negro and education
4. The Negro and jobs
5. The Negro and housing
6. Demonstrations and the Negro
7. The Negro as a person
8. The politics of the Negro
9. The nature of the groups and individuals identified with the Negro and civil rights
10. The future of desegregation

This initial report seeks to highlight findings in several of these areas including jobs, education, housing, politics and demonstrations.

I. The Negro and Jobs

Should Negroes be guaranteed by law equal rights in job opportunities? Three out of four whites say yes. Even in the South, well over half (58%) agree. That is the division of opinion over the idea of government action. The specifics of a given proposal evoke greater uncertainty.

When asked about a federal FEPC to enforce such a guarantee, the attitude is tempered. While 76% of whites approve the general idea of guarantee by law, only 53% approve of federal FEPC. In the South, the agency would be opposed by 52%.

While some will remark on what appears to be hypocrisy, others will find these sentiments not unlike Congress' frequent willingness to authorize a program and unwillingness to provide the money. Certainly, without the whites' belief in the justice of such guarantees, there would be little point to discussing means of achieving them.

When the legal factor is removed from the issue, there is even more impressive support for equal rights in

job opportunities. Nearly nine out of ten Caucasians say Negroes "should have" the right to equal opportunity. In the South, the belief is only slightly less impressive: eight out of ten.

Nor is there much doubt in the minds of whites that job discrimination does exist. In both North and South the discrimination is acknowledged. In the North, by 61%; in the South, by 53%.

Does the reluctance about federal FEPC, then suggest an empty and false gesture?

Compare the attitudes toward FEPC to those on working side by side with Negroes. In the North, over four out of five (83%) say they would not mind such an arrangement. In the South, 64%.

Why, then, the attitudes toward federal FEPC? About 20% of the opposition is on the grounds that government is too big now. Another 25% is based on the belief that the matter is one of education of whites and a moral decision from them. Arguments against FEPC on grounds such as these do not suggest a rapid change of mind. In a sense, they are a part of the even more fixed ideas such as: Give them an inch and they'll take a mile;" "The law could not be

reasonably enforced;" "There's no law guaranteeing other people jobs;" etc.

However another 30% of the opposition is based upon premises which may allow room for debate and persuasion. This 30% of the opponents say that FEPC would guarantee jobs without taking into account individual Negro capabilities and qualifications, and that because there is white unemployment FEPC could aggravate the plight of the unemployed white.

Such misconcepts seem to argue for a more comprehensive information program. Such a program could be especially productive among those who equivocate on their support or opposition to FEPC. Two-thirds of this group base their reservations mainly on the question of qualification for the job. In short, there is considerable misinformation about the nature and functions of an FEPC. Taken together, one-third of American whites are lacking in proper information about its goals and consequences. To ignore that fact and attack the conservative charge of "big government" is to become embroiled in an unnecessary donneybrook.

To what extent do whites fear that more extensive employment of Negroes threatens their own jobs? One white

in twenty-five mentions the unemployment situation as an argument against FEPC. And, so far as robbing them of work, whites in the North reject the idea by over two-to-one that more jobs for Negroes would have that effect. When the question is approached on a more personal basis (could it cause you or your husband to lose a job?), Northerners think not by almost 3 to 1, and Southerners rejects it by 2½ to 1.

No word is used more frequently by whites in discussing jobs for Negroes than the word "qualified." "Why do you favor a federal FEPC law?" a lady is asked in Beckley, West Virginia. Her reply: "Because they are humans and need jobs too." Next she is asked: "Would you mind working side by side with a Negro?" "It wouldn't matter if he was a nice person." But, almost inevitably she will raise the issue of ability and qualifications. It is almost certain to come up when the matter of job preferences for Negroes is discussed.

Are, then, Negroes ready for the specific goal of more job opportunities? The results:

	North	South
Ready for it	38%	19%
Not ready	44	64
Not sure	18	18

Having had social contact with Negroes or being in favor of integrated housing still finds over a third of these whites deciding that Negroes are not ready for the opportunity even if it were to exist.

Over one person in four believes that lack of education and training is the villain, but that does not change the current feeling. It does suggest one possible misimpression which should be attacked: that Negroes currently hold jobs which represent the upper limits of their ability and qualifications. There is a sizable difference between aspiring for jobs which may be somewhat beyond current ability and actually holding jobs which demand one's background and hard work to better himself.

Do whites favor job preferences, like those given veterans, as a means of redress for 100 years of discrimination? The answer is an unmistakable "No." North or South, regardless of economic bracket, pro- or anti-civil rights, 93% to 95% reject the idea.

There is somewhat less hostility to the idea of a 10% job quota system. But, even this finds support with only about one person in six. Here again, the opposition cuts across groups which otherwise show interest and concern for civil rights. Consider that 16% of all whites favor the quota system, while among those who are described as being pro-integrated housing, the percentage increases only two points to 18%. Among those who have entertained Negroes in their homes, only 14% favor the quota.

Why this opposition?

"There might not be 10% qualified for these jobs," says one man. "The white has a right too," a Californian protests. "Qualification is the fair thing, not just a quota for them," replied a wife of a retired worker.

To many, the idea smacks of absurdity. "It's ridiculous" may sum up one overall attitude, and for another large group it seems to violate a sense of fair play perhaps in the way that discrimination itself violates it. And, not to be lost is the objection of the mother of three in Lansdale, Penn: "You would then have to devise a quota system for all minority groups -- Jews, Irish, etc."

Does the white truly understand the dimensions of the job problem of Negroes? Is his insistence upon ability and qualifications a convenient subterfuge? Without effective guarantees of jobs, where does the white think the Negro will end in his search for employment?

Whites were asked to single out those jobs which would be easiest and hardest for the qualified Negro to land. The easiest: house work, porter in a hospital, construction work, and government work. The hardest: corporation executive, secretary to an executive, foreman in a mill.

Which two or three areas compared with white people, are Negroes most qualified for jobs today? From whites again: house work, hospital porter, construction work.

So, the round robin is complete. But as in most round robins you usually have a choice of beginning. In this one, it would seem grossly unfair to choose any point save one which whites appear to believe strongly. Guarantee job opportunities by law? Yes. Enforce the law with federal authority? Well, yes. Guarantee by quota or preference? No. How, then? By qualification and ability. What jobs is the Negro most likely to find now? The lower echelon ones. Guarantee equal opportunity to jobs (hence, all jobs) by law? Yes.

The desire for fair play involved in the white's attitudes is present and clear. It works for the preservation of his own rights as well as the extension of rights for Negroes. Perhaps the white is not yet fully aware of the dimensions of the problem. For example, only about one in five white Americans believe that Negroes would get less pay for doing the same job that white people would get. If this discrimination does exist, it is unknown to the vast majority of whites.

Is the general situation regarding Negroes and jobs improving, getting worse or holding about the same as it was five years ago? North and South, 3 out of 4 whites believe it is better today, and most of those believe it will be still better five years from now.

The rationales for the better outlook acknowledge three main streams of action:

1. Government activity, federal laws, the pushing of the federal administration (22%).

2. The demand by Negroes for better treatment, the resultant increase in attention given the problem by whites, and a gradual shifting of attitude by the whites (33%).

3. The prospect for better education, better training, and hence better qualifications from the Negro (28%).

Against these major trends in attitude, the less optimistic speak mainly of possible antagonism through excessive militancy and the usual slowness of change.

In Louisiana, a housewife says that Negroes will be better off, but it will happen "if the government uses less force. If the government will stop pressure on this issue and Negroes will take advantage of educational facilities."

Her Texas counterpart says the situation will improve because the "government is taking hold. They will have to be better off as the federal government will be on their side."

In the case of demonstrations, 16% of whites say they occur because of Negro desire for better jobs and the chance to get ahead. The detractors complain that the Negro goal is "$3 an hour, and they don't have the ability," or "They want preference." But, those who see

the positive side of the Negro drive see jobs as a part of dignity and the right to live as a human being.

For the most part today's white American sees the Negro drive in terms of its specifics, not just as a protest. Some observers will find it perhaps surprising that whites are not losing sight of the forest for the trees, for it is inescapable that when asked to comment on specifics like jobs there is frequent mention of the deeper aspirations of pride of race and self-respect.

II. The Negro and Education

What is civil rights all about? If the question had been asked in 1954, the answer would most certainly have reflected the Supreme Court decision on schools. Today, in the minds of Caucasians, Negro desire for integration in schools has slipped slightly behind matters like jobs, housing and voting rights as being the objectives of the civil rights move. This may reflect a feeling of "fait accompli".

In national opinion, all four of these goals rank 88% or above as being those things Negroes want most and plan to work for most.

Speaking of the Supreme Court decision of 1954, one in three whites in America still disapproves of it. Interestingly, exactly the same percentage of Southerners have now reached the point of approving of it. In the North, almost twice as many whites (65%) approve of it as in the South.

Among those who approve of the decision, the principal reasons now assigned to it are:

1. The "ideologically" oriented --

   All children are alike and deserve equal education.

2. The "problem" oriented --

   Integrated schools pose no real problems; the idea is fine if students live in the district, but they should not be shipped around.

Those who disapprove the decision are much more diversified in their reasoning. No longer does the matter of states' rights play like a broken phonograph record. In a sense, perhaps the opponents have concluded that their more emotional fears are more valid and more persuasive. Now they object because:

1. Against interracial contact (13% in the South)
2. Leads to intermarriage (6% in the South)

For some, the war is already lost. A 70-year-old woman in Alhambra, California, declares: "Now they are beginning to get married, the white and black. They should have schools of their own."

For others, the battle is still before them. "They have their own schools as good as ours... I don't know why they shouldn't be satisfied with them. The more they are thrown together, the more they will intermarry," says a Florida wife and mother.

Still, the Supreme Court did the proper thing as far as a vast majority is concerned. Why should I oppose it?" one man asked. "They are the best brains in the country."

Of six major areas of rights which might be guaranteed by law, school integration still ranks lowest in public approval, but this is primarily because of Southern reluctance to accept it. Fifty-five percent of white Southerners still oppose this specific federal guarantee. Incidentally, 56% in the white South maintain that Negroes are receiving as good an education as are whites.

In the North, whites are not buying that conjecture. Less than 4 in 10 people believe the educations are as good. Eight in ten Northern whites believe in integrated schools guaranteed by law.

Of the Northern whites who believe that the Negro's educational opportunities are as good as whites', over half say that Negroes have the same chances as white people. They may be reflecting non-discriminatory school practices in their own towns and cities.

The matter can be put on a more personal basis:

"Would you mind if Negroes went to the same schools as your children? In the North as a whole, 81% say they wouldn't mind. In the fringe areas of the North, where whites and Negroes live in closer proximity, 83% say they wouldn't mind. Only half that number in the South will make the same declaration.

The largest single reason given by Southerners for their view that educations are as good as whites has a familiar ring: while schools may be segregated the calibre of teachers is just as high as for white schools.

superficial

To the Northerner, segregated schools mean inferior facilities. But, regardless of who's to blame for it, regardless of their repulsion to slums and low incomes, Northerners also see a situation in which adequate facilities may be a superficial answer.

Twenty-three percent of Northerners protest that Negroes don't use the facilities they have now and don't want more education. They feel the real villain is economics. They cite the slums which do not support decent schools. And they talk of the dropouts and the failure to pursue higher education which, they admit, are likely to be caused by low incomes.

What are the reasons behind the Southerner's objection to his children going to the same schools as Negroes? Thirty per cent "don't believe in mixing." Another 9% add that it leads to increased fraternization and intermarriage.

And, what about the Southerner who never objected to integrated schools or who has conquered his concern over it? Why don't they object to integrated education? Half of them can't give you the answer. They just say they "wouldn't mind." Less than one in ten (9%) will volunteer the suggestion that all children are equal or should have the same opportunities.

For the white Southerner, the question of innate ability is not frequently mentioned. Only one in twenty cites it as a reason for minding if Negroes went to the same schools. On the other side of the coin, 2% of American whites say that Negroes learn as fast as whites and are as smart.

When Negro children's intelligence and ability are discussed specifically and whites are asked if they believe that the educating of their children would suffer because Negro presence would slow down the teaching process, less than one in five (19%) say they believe. Only in the

South (where perhaps whites who reject integrated schools snatch at any straw) does the percentage jump to sizable proportions: 42% say they believe it.

For 30% of Southerners, five years is likely to see a great change in education. That group believes that most children of both races will be going to school together in their own neighborhoods by 1968. However, an equal-sized group maintains that "only a few" will be attending integrated schools by that time.

To the Northerner, integrated education ranks with the chance to register and vote as the thing Negroes are <u>most ready for</u>. It ranks higher than job opportunities and moving into better neighborhoods.

Not so in the South. Only one in three people feel that Negroes are ready for more opportunity to have their children go to school with whites.

In this subject area, there seems little chance of finding a key to changing attitudes: little hope for the benefits of an information program. It remains primarily an emotional problem, one which does not lend itself even to rational discussion. When attitudes do change, few can assign reasons for the change.

There seems to be little point to attacking the arguments based on states' rights because that is no longer (if it ever was at all) the basis for whites' attitudes.

III. The Negro and Housing

"Would you favor or oppose a federal law that would outlaw discrimination in housing against minorities such as Negroes?" "Would it upset you a lot, some but not a lot, only a little or not at all if Negroes moved into this neighborhood?"

Confronted by a series of questions like these, one man in Chicago said, "All of these questions are 'if's." It all depends on who."

Only a few are that perceptive.

Per the purposes of this survey, interviewees were not asked to correlate problems with solutions. They were not asked if they felt that integrated housing might help resolve issues relating to education. We can only conjecture, then, how many of those who object to transporting students to different school districts in order to help eliminate de facto segregation, oppose it in the secret hope that discrimination can be preserved.

However, a case history of one man who "didn't mind" about school integration so long as it didn't involve transporting students may be enlightening.

He is a retired postal clerk from Flint, Michigan. Does he understand civil rights? "As an individual, what do you think it feels like to be discriminated against as a Negro? What do you feel it does to Negroes as individuals?"

"It would make him unhappy if he were unable to buy something to wear or obtain lodging."

This man is living in Florida now; he has worked with Negroes most of his life and "didn't mind too much if they behaved themselves." He doesn't really believe there is discrimination in jobs: "In more recent years, Negroes get jobs, whites are discriminated against."

On housing, he opposes a federal law to end discrimination "because I think that's discrimination against the individual right of selecting your own friends and neighbors."

As with so many bigots, there is frequently a touch of the rational about his comments. What would be two or three main advantages to national legislation on civil rights and the racial problem? "If they could establish what is right, as opposed to special priviledges, it might do some good to settle the Negro problem."

He says that to date "Congress hasn't done anything." But, when it does it should remember that "The rights of anyone stops when it steps on the toes of the next person.

In five years, he feels that Negro housing may be better "because they are forcing it on them whether they want it or not." In five years, "if some Negroes live in white neighborhoods, they'd all live there. But, if the whites had a chance to select their own, they'd move out."

This man is obviously not going to live in an integrated area if he can help it. But, he foresees an inevitability about integration. Only 8% of whites feel that five years will see no more integration in housing than now exists. But, this does not necessarily mean that the change will be to better housing for the Negro. Over one in four whites say they feel there will not have been much change in the quality of housing for Negroes by 1968.

Turning to the positive side of this picture, nearly a third (30%) feel that five years will see "a lot more" Negroes living in white neighborhoods, and 61% feel that Negroes will have better housing than they now have.

Those who live in the Northern "fringe areas" are still more positive about integration in housing. Forty-four percent feel that five years will produce a "lot more" integration.

Do whites recognize a need for better housing for Negroes? Nationally, 68%, including the retired postal clerk, feel that Negroes live in housing that is not as good as whites'. This holds true even among Southerners who are usually defensive about the fine life Negroes are enjoying.

Over one white in four (27%) feels that Negroes must pay more to get equal housing with whites. The South rejects the idea with only 12% saying that extra money is involved.

Should the government help Negroes get better housing? Here, the postal clerk finds himself in a 35% minority. Over half (52%) of whites are in favor of such help. The remaining 13% have not made up their minds.

But, should a federal law outlawing discrimination in housing be enacted? Only 36% favor it. Only 17% in the South. Among those who say they do favor the idea of integrated housing, only 58% say they would urge it be done by a federal law.

Where does the nation stand so far as actual integrated housing is concerned? Eighty-two percent of whites

live in neighborhoods that have no Negroes. Of the 18% who do live in integrated neighborhoods, 80% say it makes "no difference" to them that Negroes reside there, too.

Of those who live in all-white neighborhoods, one person in three would be very upset if Negroes moved in. Perhaps surprising, one in three would not be at all upset if this happened.

Those who oppose a federal law ending discrimination in housing do so for these principle reasons:

1. Government has no right to tell individual who should live around him; Government should be kept out; Matter of states' rights --- 22%
2. Negroes should live in their own section; Don't want to live next door to a Negro; --- 21%
3. Depreciates property values, lose savings; Negroes don't take care of their property -- 7%

This area seems to be the one where objections to government per se is most distinct. Only 6% of whites say that a federal law is the only way to enforce an end to housing discrimination.

"The government never composed any laws to help Jews or Italians," one woman complains. "The Negroes should do more on their own."

From a man in California: "I would like to see discrimination done away with, but not under federal law. I don't want any law telling me to rent an apartment to anyone."

But, a few see some promise in putting an end to housing discrimination. "If we had it (a federal law), white people would stop running when Negroes move in and I think property depreciation would cease." And, from another, "The law would help us."

The experiences of those who live in integrated neighborhoods is illuminating. Comments show general indifference to Negro presence. Usually, there is small indication that they even see one another very often. "They mind their business and we mind ours. Nobody pays any attention."

In spite of the resistence, there is a feeling of inevitability. Nineteen percent of whites feel five years will put the Negro into better housing because "That's the trend." Twelve percent believe that in five years there will be more Negroes living in white neighborhoods because "That's the trend."

Only a few suggest that the Negro will get better housing due to an increase in his status -- his education and better jobs. Only 6% cite that as the reason he will be living in better housing five years from now. Only 5% say that that accounts for the fact he will be living in more white neighborhoods in five years. If such thinking were more prevalent, it would seem to provide excellent ground on which to heighten public acceptance of integrated housing.

IV. Demonstrations and the Negro

The attitudes of whites toward demonstrations is perplexing. At the time this survey was being done, no single event was receiving more publicity than the March on Washington. It is to be expected, then, that when people were asked about their feelings toward demonstrations they were thinking primarily, but not exclusively, of that March.

"All in all, do you feel the demonstrations by Negroes have helped more or hurt more the advancement of Negro rights?" The results: Helped more--36% Hurt more--45% Not sure--19%. In the South, whites are quick to say (2½ to 1) that demonstrations have hurt more.

Of those who said the demonstrations had helped more, nearly 2 out of 3 mentioned the Washington March which they said had impressed everyone. They were pleased (and relieved) that it was peaceful, and they emphasized the propriety of peaceful demonstrations.

The perplexity arises when whites are asked to imagine that if they were in the same position as the Negroes, what would they feel they were justified in doing.

Of the possibilities presented to them including picketing stores that do not hire Negroes, sit-ins, product boycotts, etc., there are only two which more people endorse than reject: marching in protest demonstrations and a March on Washington to seek to influence civil rights legislation. While 54% feel the former is justified, only 46% feel they would be justified in making the Washington March (against 45% who say they would not feel it justified). Even in the North, the general protest demonstration gets 7% higher endorsement than did the Washington March (51% to 58%).

At least two interpretations are possible: people are inconsistent or of the critics' charge that a move to influence legislation was improper got through to whites.

Our retired postal clerk was not alone in saying he didn't "see how any member of Congress would allow himself to be coerced by any demonstration into passing any law."

But, his invective is offset by the understanding of a white woman in another part of Florida: "I don't see how you can see these demonstrations without getting an idea of the seriousness of intent of these people. It

shows they are not ready to be put aside with platitudes and promises." Later, when she was asked about the intensity and speed with which the Negro is pressing for his rights she said: "They've waited for almost 100 years since the 14th amendment went through. They've been patient with the lack of consideration of whites. If waiting 100 years is too fast, then our progress is too slow."

The following is a table of white attitudes toward various activities of Negroes in pressing for their rights:

	Total North	Total South	Rural South	Social Contact with Negroes
Picket stores not hiring Negroes				
Justified	39%	18%	16%	52%
Not justified	50	73	73	41
Not sure	11	9	11	7
Sit-ins at lunch counters				
Justified	34	15	14	47
Not justified	56	78	76	45
Not sure	10	7	10	8

	Total North	Total South	Rural South	Social Contact with Negroes
Boycott products of manufactures who don't hire Negroes				
Justified	42%	30%	26%	51%
Not justified	46	59	62	38
Not sure	12	11	12	11
Lay down in front of trucks at construction sites to protest non-hiring of Negroes				
Justified	8	6	6	12
Not justified	84	89	87	79
Not sure	7	5	7	9
Go to jail if necessary to protest discrimination				
Justified	43	22	17	56
Not justified	45	65	67	33
Not sure	12	13	16	11

Of those who believe that Negroes are moving too fast (and 64% hold that belief), no clear cut reason emerges. The highest set of reasons would be the need for education first, the need to be qualified before asking for things. Fourteen percent believe this to be their reason for objecting to the speed at which Negroes are pressing their demands.

V. The Negro as a Person

What has happened to white feeling about Negroes as a result of their demonstrations and highly intensified drive for equality? What was he like before in the evaluation by whites?

In this case, the temptation is to draw two different pictures: the Negro as he is seen by the Northern white and as he is seen by the Southern white.

The Negro's characteristics as seen by the Southerner listed in decending order:

He doesn't have much ambition; he laughs a lot; he has looser morals; he smells differently; wants to live off the handout; and has less native intelligence. From 60% to 81% sketch that picture of the Negro. Just over half (51%) feel that he is inferior to the white.

The white Northerner feels he laughs a lot; tends to have less ambition; and that he smells different. This is the picture of from 55% to 65% of the whites.

The Caucasian in the North takes exception to the idea that Negroes care less for family; that they breed crime;

that they have less native intelligence; that they want to live off the handout; and that they are inferior to whites. Only one person in four in the North says that they are inferior.

He has changed in the last 20 years, the Negro has. In North and South, over one in four single out increased education as the reason for that change. Eighteen percent say the change is involved with the Negro's dissatisfaction with conditions, his increased militancy, his new self-confidence.

Of the 22% who say he has not changed, nearly half give no reasons for their thinking; he simply hasn't changed in their view.

Even in Chicago you hear, "He's become more arrogant. Doesn't know his place." And, one laments, "They were so likeable and easy to get along with other people."

The war is the reason given by some in discussing this new Negro. And, some have difficulty believing that the desire for equal rights really existed 20 years ago. "They want more today than they asked for 20 years ago."

And, to some, the Negro is better because the whites have awakened to the Negro potential: "I think he is much

more concerned about his future and his children's future because the horizon for him is better. Twenty years ago he had the choice of job opportunity which consisted of digging ditches or doing porter work. We disregarded the fact that he might be a brilliant man and there's a good chance that we have lost some brilliant men in the fields of science, medicine and law."

VI. Politics and the Negro

In the earlier survey of the Negro in America, Harris reported on actual Negro attitudes toward party politics and party leadership. One of the findings of that study indicated that about 94% of Negroes intend currently to vote Democratic in the next election. In this survey, whites were asked whether they tended to agree more or disagree more with this statement: "Negroes plan to vote Democratic in 1964 for President." Forty-nine percent agreed with the statement and 44% said they were not sure.

It would seem, then, that there is a serious likelihood that the Negro is losing the advantages of the two-party system. One party cannot be played against the other for rights when the membership of a party is almost entirely convinced that they have no chance of attracting votes.

Senator Dirkson's comment that he is generally in favor of civil rights even though he doesn't think he will get a single Negro vote was not only prophetic of what the Negro would say about his own politics, but it was also an

indication of growing resignation among whites as a whole.

Whites also see the Negro as an activist in the matter of registering and voting. The highest percentage of whites (92%) feel that this is the chief goal behind the Negro drive for equal rights.

As reported in another part of this summary, President Kennedy is definitely identified as being a champion of civil rights. Regardless of party, 51% of white Northerners feel he has done a good to excellent job in handling civil rights and race problems. In the South, that opinion is shared by only 31%. In the nation as a whole, 48% disapprove of his handling as compared to 47% endorsing it.

The work of the Attorney General is approved by 45% and disapproved by 44%.

The job done by Congress in handling Negro rights rates as follows:

	Total North	Total South	Social Contact with Negro
Excellent	4%	3%	4%
Pretty good	21	17	21
Only fair	35	36	41
Poor	11	21	16
Not sure	28	23	19

The reaction to the Kennedy civil rights legislation that is pending is of particular interest. From what people have heard of the legislation, one out of two favors it. It is opposed by 29%, leaving 21% unsure. In the South, the legislation is opposed by 58%.

It is almost unbelievable that when the specifics of the legislation are outlines to whites, their approval increases. The results are as follows:

Question: Part of the legislation President Kennedy wants Congress to pass on civil rights is a law that will guarantee Negroes everywhere in the country the right to be served in any retail store, restaurant, hotel, or public accommodation. Do you favor such a law or oppose it?

	Total Total	Total North	Total South	Social Contact with Negro
Favor	61%	70%	27%	76%
Oppose	31	22	66	16
Not sure	8	8	7	8

Any action program might well make use of this information because the :bandwagon technique" provided by polls are a known political quantity. Elected officials simply do not ignore public opinion.

If the Democratic President is known for his advocacy of civil rights, it must also be said that the attitudes of the two Republican contenders for the nomination are veiled in uncertainty. For Senator Goldwater, 72% of whites say they are not sure whether he is more in favor of or opposed to giving more rights to Negroes and other minorities. In the North, 12% think he is in favor while in the South, 17% think so. But, in the North, 20% think he is opposed while in the South 31% believe it.

Of Governor Rockefeller, 60% are not sure. Of the remaining 40%, only 9% think he is opposed to the idea.

VII. Groups and Individuals Identified with Civil Rights

When whites are asked to identify those Negroes or organizations which they respect the most, individuals win in a breeze. The leaders are Jackie Robinson, Lena Horne, Martin Luther King, Jr., Ralph Bunche and Harry Belafonte.

The NAACP was chosen from the list by only 18% of whites. The Urban League by only 2%. The list contained 17 people and organizations and whites were asked to pick two or three.

The Black Muslims were chosen by 1% of whites.

When the reverse question was asked, "Which two or three do you respect the least?" the results showed the Black Muslims in top position with 39%. Adam Clayton Powell was second with 25%, except in the South where Martin Luther King preempted that position.

The NAACP came under heavy attack in the South where 28% selected it for their "like least list."

In both North and South, there is a tendency to place blame for demonstrations and the entire civil rights drive on the Negro leadership... Seventeen percent feel that the Negro and his cause have been "stirred up" by the leaders.

Seven percent volunteer the notion that the Communists are behind the drive. And, about one in ten believes that there is politics behind the drive.

For better or worse, President Kennedy is identified in the minds of many whites as the reason for the current push for civil rights. As one woman said: "I think the clear-cut backing of the Kennedy administration to back these demonstrations in the South and protect them has given Negroes more courage to act at this time."

While some groups have avioded publicity for their activities in the rights' cause, this may be a good time to take a second look at the lack of publicity. It seems unlikely that the Urban League's work is really promoted by this virtual state of anonimity.

It is not unlikely that the opinion that the Communists are behind the drive (heard even among 7% of Northern whites) flourishes partly because there is a lack of identification in the public mind as to where the money actually does come from and who the leaders really are.

It should also be noted that only one of the five Negro individuals most respected by whites is known primarily for his leadership in the civil rights cause. It

may well be that the failure to make the leaders better known to the white public is a serious miscalculation. As one man said, "It's promoted by someone; I don't know who." And another, "Somebody is behind it. Maybe the Communists?"

For all their belief in the determination of the Negro himself for equal rights, if asked to choose whether they thought the demonstrations of Negroes in the summer of 1963 were on account of the work of a few leaders or because it was something Negroes felt deeply about, 60% said they thought was the work of a few leaders. In the South, as might be expected, this increased to four out of five whites.

The following table of people and organizations reflects white attitudes of "respect most" and "respect least." Two or three choices were made in each of those two categories.

	Respect most			Respect least		
	Total North	Total South	Social Contact with Negroes	Total North	Total South	Social Contact with Negroes
Lena Horne	23%	19%	21%	3%	10%	3%
NAACP	20	8	29	9	28	9
Martin L. King	28	16	38	16	34	12
CORE	5	3	7	5	14	5
Adam Powell	3	2	5	23	32	34
James Meredith	16	12	18	8	17	5
Harry Belafonte	20	14	25	3	8	2
Urban League	2	2	4	2	8	2
SNICK	4	7	7	2	8	1
A.Philip Randolph	4	4	9	2	7	1
Roy Wilkins	6	4	11	2	11	1
Ralph Bunche	21	19	29	2	6	*
Jackie Robinson	31	24	32	3	8	2
James Baldwin	2	2	7	2	7	2
Thurgood Marshall	1	2	3	1	7	*
Black Muslims	1	1	1	40	37	55
Dick Gregory	5	2	5	8	10	11

* Less than one percent

Do you feel this whole question of rights for Negroes is a moral question or don't you see it this way?

	Total North %	Total South %	Social Contact with Negro %
Moral question	53	46	69
Don't see it that way	23	27	15
Not sure	24	27	16

Why do you feel this whole question of rights for Negroes is a moral question or is not a moral question?

MORAL QUESTION	Total North %	Total South %	Social Contact with Negro %
Every American should have same right, all have souls	20	10	30
Religion -- God doesn't discriminate, says love thy neighbor	9	7	13
Yes, it is a moral question	8	4	7
Acceptance should not be based on color	2	1	3
Up to individual to accept, can't be done by a law, won't work	2	2	1
Whites do discriminate, look down on them	1	3	3
This is a Democracy, constitution guarantees	2	1	5
NOT A MORAL QUESTION			
Not a moral question, doesn't bother me	6	8	4
Not a moral people, lack morals	3	7	2
Mostly political	2	5	3
Leave them segregated, it was peaceful before demonstrations	1	3	2
Don't know	35	38	21

Why do you feel the demonstrations by Negroes have helped/hurt more the advancement of Negro rights?

	Total North %	Total South %	Social Contact with Negro %
HAVE HELPED			
Washington demonstrations orderly, impressed everyone; demonstrations peaceful	27	12	39
Have begun already to win some things they are demonstrating for, jobs, integrated schools	7	6	7
Have shown they will no longer be denied; had to do something	3	2	4
Has government support, Kennedy behind them now	3	2	4
Helped	2	2	2
Have finally begun to convince white they want to live as good as white, want things like whites	3	1	2
Have shown they will fight, not just a moral issue or a handout	3	2	4
People have begun to finally search their consciences	1	1	2

HURT	Total North %	Total South %	Social Contact with Negro %
Too violent, too much bloodshed, not peaceful; illegal, wrong method	15	13	13
Antagonized whites	10	12	5
Lost respect of whites, lost friends, shows them as fools, made enemies	6	8	5
Spread hate, created more hate between whites and Negroes	4	8	6
Can't win things by force, can't force whites to like them, live with them	4	8	1
Carrying it too far	5	6	3
Hurt them	3	6	4
Negroes have gotten too pushy, want more than whites	2	2	1
Poor leadership, will lose of continue, lose more than they win	2	1	1
Not necessary, time would have changed it	1	4	2
Don't know	13	13	10

STIRRED UP BY:	Total North %	Total South %
Their own leadership, have better leadership, King, NAACP	17	16
The Government, Supreme Court, Kennedy, promised them everything, encouraged	7	10
The Communists are behind it	7	9
Agitators, higher up, political reasons	10	18
All others	6	10
Don't know	9	9

Why do you think Negroes have taken to direct action in the streets all over the country at this time?

	Total North %	Total South %
Fighting for freedom, rights equal rights	16	11
Calling attention to their problems, telling about it, using all the publicity they can	15	15
Are tired, impatient, smoldering, promised things for 100 years	10	5
Have been discriminated against by whites, feel it is the only way	10	6
The time has come	5	2
Just trying to push, shove, stirring up trouble, make noise	4	4
Fighting for better jobs, housing, schooling	4	1
Last resort, other measure have failed	3	3
Trying to get legislation passed	2	1
Result of some gains	3	2
Leadership trying to get power	1	1
Some feel better than the whites	1	1

POSITIVE (Continued)	Total North %	Total South %	Social Contact with Negro %
Chance to live where they want	1	1	2
Civil rights bill, needed legislation	1	1	2
NEGATIVE			
Want a lot of attention, publicity, be in limelight	5	17	4
Most of them don't have any goals, don't know what they want	6	10	6
Want to be better than white people, more than whites, preference	5	5	4
Want to be given everything, want everything they can get	5	4	4
Power, to take white man's place	2	6	2
Just follow their leaders, King, NAACP	1	5	2
To spread hate, violence, bloodshed	1	*	1
Be absorbed into white race, intermarriage	1	2	1
Don't know	7	8	5

*Less than one percent

What do you feel the Negroes want in their demonstrations?

POSITIVE	Total North %	Total South %	Social Contact with Negro %
Equality, be treated same as white, equal to white, integration; civil rights	43	33	44
Better jobs, more job opportunities, chance to get ahead	16	7	16
Chance for better education, integrated schools, college education	12	4	11
Making America aware; get help; show they are determined	9	4	11
Better housing, live in a better house	9	2	6
Dignity, respect, acceptance, status; to be treated like humans	6	4	8
Publicity attention to their problem	6	6	7
Be represented in government, have constitutional rights	6	1	8
Want to be able to go anywhere	4	3	5
Freedom	4	4	4
Want better things	2	2	2
Chance to live better, raise kids better, chance for youth	2	1	2

Do you feel Negroes should have the right to equal job opportunity as white people or not?

	Total North %	Total South %	Social Contact with Negro %
Should have right	90	80	91
Not have right	6	12	5
Not sure	4	8	4

Do you feel Negroes in this country today actually do have job opportunities equal to whites or are their job opportunities not as good as whites?

		North Fringe %		
Have equal to whites	32	38	37	27
Not equal to whites	61	54	53	68
Not sure	7	8	10	5

Would you favor or oppose a federal fair employment practices commission (FEPC) that would guarantee by law equal job opportunities for Negroes?

Favor	58	51	34	61
Oppose	27	30	52	25
Not sure	15	19	14	14

NOTE: "Northern Fringe" are those areas which have Negroes living in the neighborhood.

Do you feel that Negroes live in as good housing as white people do or is their housing not as good?

	Total North %	North Fringe %	Total South %	Social Contact With Negro %
As good housing	23	29	29	16
Not as good	69	60	66	76
Not sure	8	11	5	5

Five years from now, do you think a lot more Negroes will be living in white neighborhoods, some but not a lot more, only a few more, or no more at all?

			Pro-Integrated Housing
A lot more	32	24	29
Some but not a lot more	30	26	35
A few more	21	25	21
No more than now	7	14	6
Not sure	10	11	9

NOTE: The "Pro-Integrated Housing" was broken out by taking those who said they would not object to Negroes moving into and/or living in the neighborhood.

Would you favor giving the federal government more power to make sure Negroes can register and vote, or do you feel this isn't necessary?

	Total North %	Total South %	Social Contact With Negro %
Give more power	56	29	59
Not necessary	32	65	30
Not sure	12	6	11

As far as education goes, do you feel that Negroes have been receiving as good an education in this country as white people, or not as good an education?

As good as whites	38	52	29
Not as good as whites	50	42	61
Not sure	12	6	10

As far as you personally are concerned, would you mind if Negroes went to the same schools as your children or wouldn't you mind?

Would mind	15	55	9
Wouldn't mind	81	41	87
Not sure	4	4	4

Inter-Office
Memorandum

PW ✓
SB ✓ R+R Rel.
1963

To: Messrs. Currier, Fleming, Dunbar, Levin, Routh

Date October 24, 1963

From: Jane Lee J. Eddy

Subject: David Hunter Material

The enclosed material was prepared by David Hunter as a result of Tuesday's meeting. Could we have your reactions to these suggestions as well as any other ideas which may occur to you? I note that FEP legislation is not included -- should it be?

JLJE/mh
Attachment

If it is valuable to compare civil rights attitudes toward such specific incidents as demonstrations etc., the attached list might be useful. There are also several suggestions for breakouts which require additional research as to locality (see Nos. 3, 4, 5, 6, 8 and 9). While these suggestions are meant to be applied to information already gathered, there is one additional requirement which ought to be included: the use of a control group.

To make the breakouts of arbitrary groups more impressive and accurate, there must be some assurance that the wrong reason for attitudes is not being assigned. Hence, one cannot say that differences in opinions on civil rights matters exist in Chicago simply because demonstrations have occurred there. It would be necessary (and I believe of extreme value to all leaders in civil rights) to have interviewers conduct a series of 100 interviews (using the same questionnaire as was used by Harris) in a Northern area and in a Southern area immediately following a well-organized demonstration and voter registration drive in the South. These three would be, I believe, the only added interviews necessary. The cost would not be excessive, but experienced interviewers -- not volunteers -- should be used.

Breakouts of additional categories of respondents to shed light on the following speculations:

1. Racial and national minorities do (do not) tend to rally behind civil rights action for Negroes.

2. Age is a factor working for (against) progress in civil rights.

3. School districts integrated by the voluntary action of residents produces a change (no change) in attitudes toward civil rights as compared with over-all regional attitudes.

4. School districts forced to accept integration of schools helps (hinders) progress in attitudes toward civil rights as compared with over-all regional attitudes.

5. Negro participation in electoral processes has a positive (negative) (no difference) effect on civil rights attitudes generally.

6. The rate of unemployment in an area has an effect (no effect) on white attitudes toward equal opportunity for jobs.

7. Political party affiliation effects __(which)__ phases of civil rights progress as compared to over-all totals.

8. Living in areas where civil rights demonstrations have occurred has produced (positive/negative/unchanged) attitudes toward civil rights.

9. Being a member of management groups or in professional work produces a "pro-" ("anti-"/neutral) attitude toward civil rights.

10. The trend is up (down).

To accumulate this information we would neet to:

1. Breakout information by Jewish, Catholic, Italian, German, Irish.

2. Age groups in North 21-34, 35-49, 50 and over.
   South 21-34, 35-49, 50 and over.

3. A list of major areas where voluntary integration of schools has been accomplished; a pinpointing of those interviews which occurred in or nearby such location; a breakout of that arbitrary group.

4. Same as #3 but for areas which have had "forced" integration.

5. A list of areas where Negro registration and voting participation has been noticeably increased in the last two years: pinpointing of those interviews which occurred in or near such localities; a breakout of that arbitrary group.

6. A list of areas where unemployment has been particularly high (preferably distressed areas) and which have a population over 5% Negro: pinpointing of those interviews occurring in that area; a breakout of that arbitrary group.

7. Political party affiliation breakout: Democrat, Republican, Independent.

8. Same as #5 above except for demonstrations.

9. Breakout by Professional, Executive and business, and the two categories combined.

Institute of Government
PRINCETON, NEW JERSEY

DATE
REC'D 11/12/63
R.L. 11/15/63
ACK.

DEAN RICHARD PITZEL
Director

November 8, 1963

Memo: Additional Tables Available on Harris Survey on White Attitudes Toward Negroes

From: David Hunter

We now have additional tables which measure the impact (potentially) of existing prejudice on civil rights progress. In other words, it is possible to draw some conclusions about the effect of stereotype notions on white attitudes toward equal rights.

For example, the idea that Negroes laugh a lot has little impact on approval or disapproval of the 1954 Supreme Court decision. The idea that Negroes have lower morals has a much more adverse reaction. And, the idea that Negroes are innately inferior to whites has a high inverse relationship to the 1954 decision.

However, the same people who believe Negroes are inferior are also among the highest on the list of those who feel there has been a change for the better in the Negro in the last 20 years.

An analysis of these 23 pages of tables may produce an interesting analysis on the "qualities of prejudice."

WHAT IT ALL MEANS

This summary of findings is in two parts:

1. What we have already learned from the survey

2. What we may yet learn.

The activist may already have decided that the public opinion of whites is opposed to an extension of civil rights. He may cite the evidence of the Cambridge referendum failure. His first question about surveys concerns the exact nature of public opinion on civil rights.

Certainly, if the activist finds in surveys nothing more than something which helps him predict the dimensions of failure, the exercise is pointless at best.

To some extent, in the summary of these findings we have been combining a reading of the quality of public opinion with a statement of quantity. The difference could superficially be described as that between answering the question, "Were they for us or against us" and answering the more complex questions, "Who's for us," "Why", "How do you get others feeling that way," etc.

The differences in approach are similar to those between Nixon's use of surveys in 1960 and Kennedy's.

Take a specific example: the Cambridge referendum. The outcome of this vote showed that the measure was opposed

by 63.7% of the white voters. This compares with the survey findings that in the South as a whole, 66% of whites would oppose the public accommodation features of the President's civil rights bill.

The "quantity" camp of survey watchers observe that that is good or bad and proceed with whatever they intended to do in the first place.

The "quality" group determine what segments of population oppose the measure, whether the hope for passage is in the young voters or the older, the effect union members can have on the potential outcome, whose voices will be most respected during the campaign, etc.

If the indications are still for defeat, there must be, for this group, an appraisal of whether or not this is the time and place for a test which looks bad. Is there something to be gained by failure? Should there be a background for successful referendums in other parts of the country before one is attempted here? What effect will failure have on other phases of action programming?

Can there be progress without violence, and how is that possible? The concepts and resources of law, so frequently discussed before, must be scrutinized again.

The old rule of thumb, "You can't fight City Hall," has special meanings here. You can get mad at City Hall,

and you can stay mad at it for nine years and beyond, but you learn to live with its actions. Of course, in this case we are talking about the courts. And, those who call for Warren's impeachment have so blundered their would-be strategy that their goals, their means and their membership have become ludicrous examples of "how to fail while really trying."

That is not to say they are without potential.

This survey clearly demonstrates that public opinion is aware of and influenced by the direction which the White House may provide for the civil rights movement.

If the segregationists were to elect a champion of their cause to the Presidency, the striving for equal rights would take on entirely new dimensions.

Why are Negroes stepping up their drive for equal rights? According to one man it is because "They want to get as much as they can while Kennedy is President."

Now, for specific recommendations: To be effective, the emphasis of any civil rights campaign should, according to the results of this survey, be placed on the fact that what is sought is in line with the existing majority decision.

There is little point to try to convert individuals as such.

Again, this is not unlike a political campaign. When it can be established that majority opinion already favors a particular candidate, the bandwagon effect has been shown to sway the undecided voter and, at least, unsettle the committed person. In the end, even the committed person talks less of his feelings for fear of contradiction.

To know the majority's decision, to publicize it and press for action on state and federal levels in keeping with it -- this, I believe, to be one answer to the activist's doubts about the value of a survey.

We know, now, that the sense of justice does exist in the conscious thinking of most whites. They speak of righteousness even while expressing doubt about readiness. I believe it is superficial to dismiss this as sheer hypocracy.

Accepting it, we must delineate between righteousness on the one hand and the individual's own personal concerns on the other. It is in this area that we find matters such as property values being raised. Even so, the survey shows considerable awareness of the real estate dealers' heyday in blockbusting. And, the white resents the practice of capitalizing on it. Some hope that a federal law would put a stop to it.

When individuals' response and commitment to situations are involved, the going for civil rights gets sticky. It is important, therefore, to remember that the very act of voting involves such individual response. And, this should be remembered in discussions of the Cambridge failure.

When thinking of the quality of public opinion in the South, we can make these observations:

1. They see the justice of civil rights being guaranteed by law.
2. Over three out of five voters would instruct their political leaders to take a stand for civil rights (a moderate position, they would suggest).
3. Two out of five would warn the political leader of the dangers of an all-out-anti-Negro-rights posture.
4. They do not want to be faced with the individual dilemma of a vote.

Basically, most whites wish this problem would go away, and if it would because the courts or Congress relieved the individual of any personal involvement or commitment, they would be happier. Granted, there would be strong talk about the horrors of the "Central Government" and the rascals in the Justice Department who might enforce the law on

occasion, but all this is of quite a different calibre than focusing attention on the Negro.

I am not suggesting the backing away from action programs.

I am certainly aware that much of the Negro leadership is already committed to allout support of the President's program and any other moves to get better laws on the books. It does not, however, seem to me that an overall reevaluation of means and goals as seen from these survey results would be inappropriate.

II. What we may yet learn

The extensiveness of this survey has the potential of telling us of differences in attitudes which exist:

A. Between communities where school integration has existed for long periods, those that have voluntary token integration, and those that have had token integration enforced by state and/or federal troops.

B. Residents in integrated neighborhoods vs non-integrated neighborhoods

C. Between age groups -- both in the North and in the South

D. Between employment groups

E. Between differing educational levels

F. Between suburban and urban neighborhoods

G. By nationality

H. By those who have worked side-by-side with Negroes vs those who have had no exposure on such a daily basis

I. As revealed by the open-ended responses (over 20,000 in all to the questions on this survey).

I feel that such information should be taken from the survey in order:

1. To realize the fullest potential of money already spent.

2. To provide action organizations with the best prediction of the response to programs within particular neighborhoods, with particular nationality groups, etc.

3. To make possible a book of both contemporary and historical value on the nature and size of "The American Commitment."

For those who have lingering doubts about how much strategy is available through opinion surveys, I would again mention that a stronger proponent of civil rights is in the White House today because he made fuller use of the potential of public opinion surveys. He did this by tailoring his campaign to those areas and those issues that best suited his short-range and long-range political objectives.

As to the value of fuller publication of the findings, I feel that exerpts published before the final book appeared (as chapters in Harpers's, for example) might yet have additional impact on the type of legislation which may be passed by Congress.

Additionally, civil rights leaders next year would have a frame of reference which political leaders would understand. That is not to say that miracles would be achieved in the South. Some astute Southern politicians would probably find comfort for obstancy. It would, however, serve notice of the broader sympathy which exists even in the South and which is a part of the total American conscience to which all Senators should be responsive.

Continuing local and state legislation programs, especially in the North, Mid-West and West should be encouraged by the findings reported in this book.

The initial commissioning of the book would be more than offset by the potential royalties which have been estimated by a vice-president of Doubleday as being in excess of $20,000.

TACONIC FOUNDATION, INC.
666 FIFTH AVENUE
NEW YORK 19, N.Y.

PW
MI-file

November 15, 1963

Mr. Leslie W. Dunbar
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Leslie:

Thanks for your reactions to the Hunter material. He has just sent another memorandum containing additional ideas. I enclose a copy, but I don't think it will change your views any.

Thanks for the expense items. Reimbursement will follow shortly.

I did see the TIME'S account of Jim Silver's address. I look forward to reading it in toto.

Sincerely yours,

Jane Lee J. Eddy
(Mrs.) Jane Lee J. Eddy
Secretary

JLJE/jt

Enclosure

Louis Harris and Associates, Inc.
1 Rockefeller Plaza
New York 20, N.Y.

A MEMORANDUM ON A STUDY OF THE WHITE COMMUNITY OF AMERICA ON THE NEGRO REVOLUTION OF 1963

1.) Response to the Newsweek Negro Study

Our recent study in depth of the Negro community in revolt has evoked an enormous response. The issue sold out on the newsstands, breaking all Newsweek records, and is now becoming a collector's item. With the outpouring of demonstrations across the country, the hunger on the part of people for a scientific, systematic study was obviously deep and abiding. There is both a curiosity and a genuine desire for objective facts. Many people feel, of course, that unless there is a systematic dialogue between the white and Negro community in this crisis, the incidents will become more ugly and widespread violence will ensue.

The Newsweek study proved initially that systematic surveys, when reported fully and widely can contribute appreciably to this dialogue.

A substantial number of people who have written letters to Newsweek and to our firm have made one further urgent request: that a comparable study of the white community be undertaken.

2. The Central Focus of a White Counter-part Study

These requests for a study of the white community's response to the Negro revolt have taken two main lines of inquiry and suggestion:

a.) Both whites and Negroes feel that it is urgent to examine white attitudes and prospective behavior in considerable depth now. This is partly a sense of finding out what "the other side" is thinking, but also a desire on the part of white people to have their views and feelings reported in equal depth. There is a distinct sense that whites will not rest easy until they have been heard out.

b.) There is almost universal recognition that while the impetus for the current surge is from the Negroes, progress will be measured in the end by how viable the white community is for change. As our Negro study revealed, the basic goal of Negroes is to join the human race --- and this means the world of the white community. The central question, therefore, is to find out both how willing whites are to grant Negroes rights in principle, as well as in living reality. If the heart of the issue is integration, a joining of the races, then a careful examination must be made of white attitudes toward Negroes in the most personal sense, as well as an assessment of what specific action should be taken in response to the Negro bid for attention and recognition and advancement.

3.) Major Segments of Inquiry

In all, as we see it, four massive probe areas emerge in a white study:

a.) Attitudes toward Negro Rights

If the most immediate and recent roots of the Negro revolution stem from the 1954 Supreme Court decision on school integration, then it is important to find out white attitudes toward the body of explicit Negro rights that have emerged since then. This would include not only education, but also Negro rights in the use of public facilities, voter registration, a federal racial conciliation service, a federal fair employment practices law, and an outlawing of discrimination in housing.

Almost inseparable from this testing of white acceptance of fundamental Negro rights would be a parallel assessment of the institutions of government which have the responsibility for enforcing these rights. This would mean obtaining a reading from whites on the behavior of the federal court system, mainly focussing in on the U.S. Supreme Court; Congress and its past, present, and future behavior in the civil rights field; and the executive branch, including such direct Presidential acts as the intervention with troops in Little Rock and Oxford. The roles of state and local governments, on a North and South basis, should also be assessed.

The purpose of this area, of course, is to establish whether there is any real division in the United States among the white community on what Negro rights are today and what they should be. In addition, the study would find out the extent to which white people are prepared to see the major instruments of government used to enforce these rights.

b. The Exercise of Negro Rights

A second major area is to move into the area of actual reality as it has been, is, and will be lived out in human terms. It is one thing to have the legalisms of stated rights, and even to have the sanction of government behind enforcement of such laws and rights.

It is quite another matter, however, to put rights into the context of the lives of the people who can grant the privilege in reality to live them. This second section would consist first of an inventory of how whites assess Negroes' ability to exercise their rights today. Here we would want to know if whites see Negroes discriminated against in jobs, housing, education, voting, use of public facilities --- in short, the whole gamut and roster of meaningful areas of day-to-day living.

Once we have found out the extent to which whites are conscious and aware of discrimination against Negroes, the next area is to examine what whites think ought to be done about ending this discrimination. Here, a detailed examination of what the white community's institutions have done to foster or to alleviate discrimination would be undertaken. A whole list of white institutions, ranging from manufacturing firms, real estate companies, government, service organizations and the professions, to labor unions, retail establishments, bus companies, railroads, chain stores, and others would be assessed and evaluated by whites on the civil rights question. In this section, we would

also try to establish the kind of priorities and the pace of integration that whites are willing to accept in jobs, education, public facilities, and housing.

c.) Whites Assess Negroes as a People

As Myrdal pointed out a long time ago now, and as many others have said since, the fundamental ambivalence or dilemma of the dominant white community in America is its moral committment to the proposition that all men are created equal, but in its interpersonal, social, daily life world, its inability to carry through in practice what it preaches in principle.

Thus, critically important to this study is to translate the whole willingness or unwillingness of the white community to grant Negro right, both in principle and reality, to the personal level of the life of the individual.

There are three main areas to be probed in this assessment by whites of Negroes as a people. The first is to test for the extent to which shibboleths about Negroes run rampant among whites. Among these are the notion that Negroes are lazy, that they are not serious but rather happy-go-lucky, that they tend to have loose morals, don't believe in the same marital and family standards as whites, that they are slovenly in their living habits, that they smell differently, that their brains are constructed differently because of the pigmentation of their skin, etc. These run quite a gamut, but must be explored if the true nature of white feelings on civil rights are to be documented. It really boils down to whites giving their appraisal of how Negroes are inherently different from them.

Along with this, of course, it is equally critical to examine just how much whites feel Negroes might be different in some respects not so much to inherent differences, but rather because they have been subjugated to second class citizenship for so long. Thus, the extent to which Negroes suffer from lack of opportunity to develop must be explored thoroughly. This would be detailed, once again, in a whole variety of areas, including job qualifications, ability to move into first class education, to live in better neighborhoods --- in short, a whole host of areas of Negro competence today. An important corrallary of this, of course, is to obtain an assessment from whites of just how fast and how far they feel Negroes are ready to move. This matter of readiness is one that we know is a sticky matter for many whites. And its implications are great: for it means that if Negroes score heavily in getting new rights, how soon will they be prepared to take advantage of them?

The third area of assessment of Negroes as a people is what are the implications in personal terms of integration. Here, the question is not so much perhaps Negro feelings and experience, but white experience in the past, today, and into the projected future. This would range from white feelings about working next to Negroes on the job, having their children go to school with Negroes, sharing restaurant and other public facilities with Negroes, living in the same neighborhoods with whites, and social intermingling with whites. Here we would want to probe hard to define the minimum standards whites are willing to endure, as a bench mark for practical integration in the months and years immediately ahead, as well as the wildest fears of whites, which undoubtedly will soar into the fears of social mixing and ultimate intermarriage.

In short, a critical third major area is the assessment of Negroes by whites as people.

d.) Whites Assess the Negro Revolution

By definition, of course, a revolution is meant to overthrow some existing order. Our Negro study made abundantly clear that Negroes want to overthrow Jim Crow and every last vestige of it. We have already outlined how we will measure white willingness to see both the form and substance of discrimination eliminated.

But the dynamic of the issue, the reason it is now front and center in American life is due to the initiative that has been seized by Negroes all over the country today. Again, there are really three major probe areas in getting a white assessment of this revolt.

First, the study must find out in detail what whites think is going on in the Negro community. Here, we would pose for whites a series of questions that would parallel the major findings of our Negro study and would find out the extent to which whites are accurately aware of the real facts. Certainly the degree to which whites misassess this revolution is a basic starting point in establishing any kind of reasonable dialogue on the issue. Such questions as whether whites think Negroes really want to be non-violent, really want integration to the way whites live, do not want separatist states, do not want to overthrow but rather to join, do not expect complete integration overnight but something more than token integration, and other major points to emerge from our Negro study would be included.

A second probe area would be a detailed examination of the tactics of the Negro revolution: the sit-in, the picketing, the boycotts, the vote mobilization and registration drives, the willingness to go to jail. Not only would we find out what whites think Negroes are trying to accomplish with such tactics, but also the degree to which whites find them justified, annoying, and raising their own resistance. Along with this would be a white assessment of the caliber of Negro leadership, including many prominent Negro leaders and organizations. Here we would be seeking white assessment of the effectiveness and responsibility and representativeness of Negro leadership.

A third major probe area is to obtain the white estimate of what likely will result from this revolution. The implications, of course, are large. Here we would range all the way from potential violence in taking white jobs away, of taking good white housing, of taking the bloom off entertainment and eating places, of a whole variety of personal preserves that are now whites' exclusively. In addition, however, we would also want to find out in larger terms for the nation what steps whites think will result in terms of legislation both on a national and local level; public acceptance of Negro rights on all levels; and political implications in terms of a back-fire white retribution vote in 1964. This latter, of course, is the possibility that when one group sees another veering lop-sidedly over to one side, there tends instinctively to be a feeling that there ought to be an answer to the other side. The political implications of a white vote in 1964 over the civil rights issue would be explored in depth.

The Sample and Key Breakdowns

We would go to a probability sample of 2000 white people on a nationwide basis. Particular emphasis would be placed in dividing out southern opinion from northern, but within each area by urban, suburban, small town and rural. In addition, we would take a hard look at ethnic and religious group patterns, for past work has shown us that these can be especially significant cutting edges. (To give but one example: how Irish and Italian and Polish Catholics feel about integration with Negroes, not only because many live in the fringe areas where Negroes are already spilling over, but also because the Catholic Church now has taken a flat-footed stand on the side of the Negro revolution.)

Our estimates are that 2000 would give us a large enough sample to break out people in cities who are in fringe situations, compared with those who are unlikely to face integration immediately. Also, we would be able to compare northern white attitudes about the civil rights problem in the South, and compare this with the viability of whites to endure integration in fact in their own personal lives in the North. We would want to turn this around and see how much southern whites tend to feel that the North has been invidious and unfair in pointing the finger on them, when, indeed, segregation does exist in the North as well.

The Cost

The cost of this study would come to $35,000 and upon authorization would be completed within six to eight weeks. Under our contract with Newsweek Magazine and the Washington Post, we would have to ask that prior publication rights be granted to these organizations. Newsweek, we might add, would welcome such a white study, and the record is clear as to how they would treat a special feature such as this survey of the white community.

I -

150m

For Mrs. McKoy

April 12, 1948

Rev. Mr. John B. Isom
Saxon Baptist Church
Route 5
Spartanburg, S. C.

Dear Mr. Isom:

Thank you very much for your letter of April 7 in response to ours of the sixth. Probably by now you have discovered that you failed to enclose your check and may even now have it in the mails for us.

We were very interested in having your views concerning the problem of various organizations working together to accomplish certain ends. Some of these function in one way and some in another, and it has been our feeling that the Council's function —— that of an organization working quietly, earnestly, and we hope, intelligently behind the scenes as it were, in the accomplishment of our stated aim, is one of great importance which is not being performed by any other group. We value your membership greatly and count on your influence.

Please let us hear from you whenever we can be of service.

Cordially yours,

(Mrs.) Agnes McKoy
Secretary-Treasurer

AM:s

C. L. GUTHRIE
TREASURER

RUSH HUSKEY
CLERK

Saxon Baptist Church

JOHN B. ISOM, PASTOR
ROUTE 5
Spartanburg, S. C.

For Lisher

RECEIVED
APR 7 1948
Southern Regional Council

April 7, 1948

Mrs. Agnes McKoy
Room 432, 63 Auburn Avenue, N.E.
Atlanta, GA.

Dear Friend,

Enclosed is a two dollar check for dues. I belong to so many organizations that I wonder if we are not in need of consolidation. We are busy, but I fear that we are too scattered to acomplish as much as we might.

I think the Southern Regional Council is doing a good work, but its program omits some things that other organizations have, and other organizations omit some things that the Council is doing. There is a limit to my money and time. I assume that such is equally true with other people who want to work together to acomplish equal opportunities for all peoples in the South.

Personally, I see ~~[illegible]~~ way of acomplishing such agoal until we extend our educational program into active politics. One good man or woman in each State running for Congress that believes in equal opportunity for all peoples would provide the educational opportunity to reach more people in one campaign than we can reach in years by our little group meetings.

Respectfully,
John B. Isom
John B. Isom

17 - I - Misc -
Isbell, Mrs. P. E.

August 17, 1948

Mrs. P. E. Isbell
Diamond Hill
Cos Cob, Connecticut

Dear Mrs. Isbell:

How very kind of you to write us at length. We greatly prefer to be thus seriously considered.

I suppose it is quite true that the Council in its long effort to arouse the South to doing something itself has been neglectful of emphasis upon our common effort with the rest of the country to improve matters. We have always tried to think of the South as part of the whole country. Thus, even in the little pamphlet in the second paragraph, we did run on to say, "There is no room for narrow sectionalism in such a program. . . .", etc.

The truth is that we recognize the very great help in southern matters which improved and broadened national legislation can be. We, at the same time, see—and I daresay stress overmuch—the cooperative pathway to liberty and progress for all of our people which runs through good homes, good schools, farm ownership, good jobs, good health. Legislation and these things work together and interact. We are for both.

In broad stretches of southern territory it is still the case that the poor of the South and most of the Negro poor are so lacking in basic economic freedom that even the best of laws will reach and alleviate their plight but slowly. As an example—very few Negro sharecroppers vote; very many Negro farm owners vote.

I send you a copy of our digest of the President's Committee on Civil Rights. If you will look at the foreword to it, you can judge the Council's temper. Also, a copy of our accompanying textlet on Civil Rights in the South.

The AMA helped valiantly for a good many years. I believe they customarily gave $250 or more dollars each year. A couple of years ago, as we understand it, practically all of the Race Relations money was put into the Annual Institute at Fisk, and since then, Mr. Brownlee has told us that they could not help the Council any longer although he has very kindly continued to subscribe for twenty-five copies each month of New South.

I will explore in a visit to Mr. Weaver the possibility of your so kind suggestion.

As to social development, I daresay a more accurate word would have been "societal." I myself believe that if people get basic equality in work, homes, etc., their strictly social adjustments can wisely be left to them.

We will write to those you so kindly listed as people possibly interested.

We would like to have you as a member and subscriber to our little magazine. Please be kind enough to write us frequently in the future with comment and question.

Sincerely,

George S. Mitchell
Executive Director

GSM:jdh
Enclosures—To Secure These Rights
The Condition of our Rights.

17 - I - misc -
Ivey, John E

December 30, 1948

Dr. John E. Ivey, Jr., Director
Regional Council for Education
Atlanta, Georgia

Dear John:

Here is a letter from Louis Wirth. Obviously you have had a similar one. I attach my proposed reply.

I would welcome your corrections or suggestions as to a more appropriate reply.

Sincerely,

George S. Mitchell
Executive Director

Answered by telephone.
MEJ

17-I-misc.-
Ivey, John E.

INSTITUTE FOR RESEARCH IN SOCIAL SCIENCE
THE UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL

DIVISION OF RESEARCH INTERPRETATION

August 11, 1948

file

RECEIVED
Aug 13, 1948
Southern Regional Council

Dr. George S. Mitchell
Executive Director
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear George:

Thank you very much for your letter and the note of "welcome to Atlanta." It is a very challenging task that we are undertaking, and one requiring the united efforts of all of us who are concerned about southern education. Certainly it is good to know that we can count on having the benefit of your judgment and experience from time to time.

We will be moving to Atlanta around September 1. In fact, we are considering the possibility of going direct from Tuskegee to the new set-up, without returning to Chapel Hill. I have made tentative arrangements for office space in the 101 Building on Forsyth. In the event there is any hitch in these arrangements, we may remind you of your kind offer of a desk and typewriter.

We are looking forward to working with you at Tuskegee.

Best regards.

Sincerely yours,

John E. Ivey, Jr.

JEI:s

17-I-Misc.-Ivey, John

August 3, 1948

Mr. John Ivey
Department of Sociology
University of North Carolina
Chapel Hill, North Carolina

Dear John:

Congratulations on the new thing.

We are delighted you are going to be in Atlanta. If you need a place to light when you first get here, we can find you a desk and a typewriter and maybe even a spare office here in the Council.

Anyway, let us help you in any way we can.

Sincerely,

George S. Mitchell
Executive Director

GSM:eb

17 - Ivey, John E., Jr.

July 2, 1948

Mr. John E. Ivey, Jr., Executive Secretary
Committee on Southern Regional Studies and
Education
American Council on Education
The University of North Carolina
Chapel Hill, North Carolina

Dear John:

Many thanks for the invitation to be part of the Tuskegee meeting August 22-27, and to attend the planning session on August 20.

I should like to very much, and will be present.

Sincerely,

George S. Mitchell
Executive Director

GSM:eb

COMMITTEE ON SOUTHERN REGIONAL STUDIES AND EDUCATION

AMERICAN COUNCIL ON EDUCATION

JOHN E. IVEY, JR.,
EXECUTIVE SECRETARY

W. J. MCGLOTHLIN,
ASSOCIATE SECRETARY

OFFICES AT
THE UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N. C.

June 30, 1948

Dr. George Mitchell
Southern Regional Council
63 Auburn Avenue, North East
Atlanta, Georgia

Dear George:

We are having a regional conference at Tuskegee August 22-27. The memorandum attached hereto will give you more details on the plans. Would it be possible for you to work with us? We will have a staff preconference planning session beginning the 20th. This will be a very important part of the whole affair.

If you can work with us, I'll write you in the near future suggesting some specific responsibilities we would like for you to undertake. I shall look forward to hearing from you.

Sincerely yours,

John E. Ivey, Jr.
Executive Secretary

JEI:p
enclosure

RECEIVED
JUN 30 1948
Southern Regional Council

COMMITTEE MEMBERS
MAURICE F. SEAY, *Chairman*

GORDON W. BLACKWELL
JOHN E. BREWTON
FELTON G. CLARK
A. C. FLORA
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EDGAR L. MORPHET
F. D. PATTERSON
RUSSELL S. POOR
ROY W. ROBERTS
GEORGE B. ZEHMER
GEORGE F. ZOOK, *ex officio*

March 5, 1948

Mr. John Ivey, Director
Resource-Use Education
University of North Carolina
Chapel Hill, North Carolina

Dear John:

This is belated confirmation of my request for the kind services of your map drafting people. Cullen Gosnell and I do undertake to pay in the neighborhood of one hundred dollars for such a relief combined with sub-regional map that could be used for the frontispiece of the text of a Readings in Southern Economics, Sociology and Government.

We hope that later on we can persuade the University of North Carolina Press to print the book.

Sincerely yours,

George S. Mitchell
Executive Director

GSM:eb

17-I-Ansc
Ivey, John

February 2, 1948

Mr. John Ivey
Resource-Use Education
University of North Carolina
Chapel Hill, North Carolina

Dear John:

I set an able research-collector on the job of finding out the present state of intercultural education, for advice on applications in the South. After she got a certain way, we began dimly to see as a next thing up a catalogue of visual aid materials--not simply those useful for intercultural matters, but those that would fit with the general program of the Council.

We have talked for a day or two about the possibilities of getting up such a catalogue. The girl says the trick word on movie things is "evaluated index."

This strikes me as nearer your business than mine. If you are doing it or have it half done or think some modification of the notion will be undertaken by you in the visible future, I will get back on my regular track.

If the idea is no good, how about writing me why?

Sincerely,

George S. Mitchell
Executive Director

GSM:eb

17-C Misc
Ivey, John

Committee on
Southern Regional Studies and Education
of the
American Council on Education

JOHN E. IVEY, JR., EXECUTIVE SECRETARY

OFFICES AT
THE UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

February 6, 1948

Mr. George S. Mitchell
Executive Director
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N. E.
Atlanta 3, Georgia

RECEIVED
FEB 9 1948
Southern Regional Council

Dear George:

The catalog of visual aids materials that you suggest in your letter of February 2 seems to be an excellent idea. I hope that you will go ahead with it.

We do not have such a project on our agenda. However, you might be able to get suggestions from the following sources:

Nicholas Read, Director of Production
Southern Educational Film Production Service
University of Georgia
Athens, Georgia

Dr. H. H. Giles
The Bureau of Intercultural Education
New York University
New York, New York

Nick Read should be able to give you information regarding films and filmstrips on the subject. The Bureau of Intercultural Education can doubtless furnish catalogs, or sources of catalogs, on visual aid materials in their field.

Sincerely yours,

John E. Ivey
Chief

JEI:ps

COMMITTEE MEMBERS

MAURICE F. SEAY, *Chairman*

GORDON W. BLACKWELL
JOHN E. BREWTON
FELTON G. CLARK
CLARENCE DORMAN
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EDGAR L. MORPHET
F. D. PATTERSON
RUSSELL S. POOR
ROY W. ROBERTS
GEORGE B. ZEHMER
ERICH W. ZIMMERMANN
GEORGE F. ZOOK, *ex officio*

Tentative Plans

A REGIONAL RESOURCE USE WORK CONFERENCE

A work conference on resource-use education has been planned for the period August 22 to 27, to be held at Tuskegee Institute. The conference is sponsored jointly by the American Teachers Association, the Conference of Presidents of Negro Land-Grant Colleges, the Association of Colleges and Secondary Schools for Negroes, Tuskegee Institute, and the Committee on Southern Regional Studies and Education.

This memorandum sets forth some tentative plans for the conference, including its purposes, organization, participants, and preconference activities.

Purposes

1. To develop in each institution represented a team which can work together to integrate a resource use emphasis into the total institutional program.

2. To assist each participant toward increasing his subject matter background on regional and community resources.

3. To provide a variety of opportunities for each institutional team to solve problems and expand interests which they might bring to or develop during the work conference.

4. To assist participants in improving techniques and skills required to carry out their responsibilities in the field of resource-use education.

Participants

The conference is planned primarily for faculties of Negro teacher education institutions and personnel of state departments of education in the southern states. Because the concept of resource use involves all subject

matter areas, the cooperative efforts of several individuals in each teacher education institution are needed to make effective a resource use emphasis in the total program. For this reason, each such institution represented is asked to send a team of at least four faculty members which, insofar as is practical, will be made up of: one administrative officer responsible for teacher education, one faculty member from the social sciences, one from the biological sciences, and one from the physical sciences.

It seems important that the problems of each institution be related to the total educational program of the state. Therefore, the following additional persons are being invited from each state: the state supervisor of Negro education, and the state chairman of the resource-use education project.

Conference Organization

Each participant in the work conference will be a member of two conference groups. One of these will be his institutional team, which will have planning meetings from time to time during the conference. The other will be a basic interest group. Each participant will have the opportunity to select the basic interest group of his preference. The basic interest groups will meet for a part of each day to discuss and work out solutions to their problems.

The discussion and work of these two groups will be supplemented by two other kinds of meetings: information clinics and skill clinics. These clinics will afford conferees an opportunity to discuss with staff members and consultants, and with conferees from other groups, the problems which arise in the basic interest and institutional team meetings. The skill clinics will consider how participants would go about solving their problems, and conferees will have an opportunity to practice the techniques they will use to solve their problems. The information clinics will be designed to help the conferees increase their knowledge in particular subject matter areas.

Staff

A staff which has had wide experience in resource-use education will be available to conduct information and skill clinics and to assist individual participants in identifying and solving problems. Among the persons who will serve on the staff are:

Fred Couey	Educational Advisory Staff, Air University, Maxwell Field, Alabama
Felton G. Clark	President, Southern University, Baton Rouge, Louisiana
J. Herman Daves	Specialist in Negro Education, Tennessee Valley Authority, Knoxville, Tennessee
Dan Dodson	Professor of Education, New York University, New York
Warren Findley	Chief, Evaluation Branch, Air University, Maxwell Field, Alabama
Paul Irvine	Director, Research Interpretation Council, Alabama Polytechnic Institute, Auburn, Alabama
Joseph Leese	Associate Professor of Education, Alabama Polytechnic Institute, Auburn, Alabama
Gordon Mackenzie	Horace Mann-Lincoln Institute of School Experimentation, Columbia University, New York
Ernest Neal	Department of Sociology, University of Michigan, Ann Arbor, Michigan
Deborah Partridge	School of Education, Tuskegee Institute, Tuskegee, Ala.
Nicholas Read	Director, Southern Educational Film Production Service, Athens, Georgia
Hermese E. Roberts	Department of Education, University of Chicago, Chicago, Illinois
Harold Trigg	President, Saint Augustine's College, Raleigh, North Carolina
Richard Weaver	Program Director, North Carolina Resource-Use Education Commission, Chapel Hill, North Carolina
Kenneth R. Williams	Director, Education Services Division, Air University, Maxwell Field, Alabama

Responsibility for the direction of the conference will be assumed by John E. Ivey, Jr. and W. J. McGlothlin of the Committee on Southern Regional Studies and Education.

Preconference Planning

As indicated elsewhere in this memorandum, the specific subjects to be discussed at the conference will be determined by the interests and problems

of the participants. The following steps will play an important part in shaping the conference along these lines:

1. Formal invitations to participants.

2. A questionnaire sent to participants by June 15 who accept the invitation. This questionnaire will de designed to determine special interests of each participant and the problems with which he is most concerned.

3. Materials and information sent to participants as soon as their major areas of interest can be determined from tabulation of the questionnaire. This material would serve as a basis for discussion and planning at the preconference meeting of each team. It is planned to get this material and another questionnaire to all teams by July 20.

4. Meeting of institutional teams with state directors of Negro education and state resource-use education program chairmen by August 5. The team would have the opportunity to review the plans for the conference, and suggest changes and additions, and indicate what areas of information they are most interested in.

5. Revision of list of discussion topics and information areas on the basis of the information obtained from the team meetings. These results, together with other information about the conference will be sent to conferees about August 15, prior to their coming to Tuskegee.

These steps in the pre-planning operations are designed to make the conference fit your individual and institutional needs. Your assistance in filling out the questionnaires completely and returning them promptly is essential to making this part of the conference a success.

17-l-Misc-Ireland

July 10, 1950

Mr. James Martin
175 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Mr. Martin:

I had a very friendly letter from Mr. Ralph Ireland, who was in charge of the recent group of ten German students. He asked me particularly to express their appreciation to you and their enjoyment of the tour of Atlanta housing.

On the basis of the group's own comments, that was one of the highlights of their travels.

Sincerely,

George S. Mitchell
Executive Director

GSM:er

July 10, 1950

Mr. Philip G. Hammer
3592 Roxboro Road, N.E.
Atlanta, Georgia

Dear Phil:

I had a very friendly letter from Mr. Ralph Ireland, who was in charge of the recent group of ten German students. He asked me particularly to express their appreciation to you and their enjoyment of the tour of Atlanta housing.

On the basis of the group's own comments, that was one of the highlights of their travels.

Sincerely,

George S. Mitchell

GSM:er

Signed in Dr. Mitchell's absence

THE UNIVERSITY OF CHICAGO
CHICAGO 37 · ILLINOIS
THE DIVISION OF THE SOCIAL SCIENCES

July 5, 1950

Dr. George S. Mitchell
Executive Director
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Dr. Mitchell:

I am writing to you to express the deep appreciation both of the group of young German experts who were studying at our University and of myself for the experiences and splendid hospitality which you afforded us during our stay in Atlanta.

If the comments of the group can serve as a criteria I can state without hestitation how much they enjoyed their automobile tour of Atlanta. I am speaking on their behalf as well as my own when I ask you to convey our thanks to Mr. Hammer and Mr. Martin for helping out as driver-guides on this tour. The visit at your home on Sunday evening was something that I'm sure all of us will long cherish. Personally I think it was southern hospitality at its highest. It is not often that a group as large as ours is entertained in a private home and I know that all of us left with a very warm feeling towards yourself and your family for this gracious act. Last but not least, I want to thank you for your chalk-talk on the South.

I hope I have the privilege of seeing you again in the not too distant future.

Sincerely yours,

Ralph R. Ireland

Ralph R. Ireland
Instructor

RRI:DS

9 - Miscl

July 17, 1950

Mr. John Ivey
Board of Control
316 Peachtree, N.E.
Atlanta, Georgia

Dear John:

I promised you a copy of the whole Tuskegee speech.

Here 'tis.

Sincerely,

George S. Mitchell

GSM:er
Encl.

1 - Misc

BOARD OF CONTROL FOR SOUTHERN REGIONAL EDUCATION
316 PEACHTREE STREET, N. E.
ATLANTA 3, GEORGIA

July 11, 1950

RECEIVED
JUL 12 1950
Southern Regional Council

Dr. George S. Mitchell, Executive Director
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear George:

I was just looking over the June New South and want you to know that I was very much impressed by the excerpts from your Tuskegee address.

With best wishes, I am

Sincerely yours,

John E. Ivey, Jr.
Director

JEI:s

I

MERIDIAN PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT

MERIDIAN, MISS.

August 4, 1950

Dr. George S. Mitchell
Southern Regional Council, Inc.
63 Auburn Avenue, N E
Atlanta3, Georgia

Dear Dr. Mitchell:

Many thanks for your note of August 1, making reference to Dr. Otis.

Maybe I shall be in next time.

Yours very truly,

H. M. Ivy

H. M. Ivy

HMI:em

AUG 9 1950
RECEIVED
Southern Regional Council

9 - Misc

October 16, 1950

Mr. John Ivey
Board of Control
316 Peachtree Street, NE
Atlanta, Georgia

Dear John:

Evidently the Charlotte Observer needs some straightening out.

Sincerely,

George S. Mitchell
Executive Director

GSM:er
Encl.

Signed in Dr. Mitchell's absence

149-Misc
Ivey

BOARD OF CONTROL FOR SOUTHERN REGIONAL EDUCATION
316 PEACHTREE STREET, N. E.
ATLANTA 3, GEORGIA

October 23, 1950

RECEIVED
OCT 24 1950
Southern Regional Council

Dr. George S. Mitchell
Southern Regional Council
63 Auburn Avenue
Atlanta, Georgia

Dear George:

Many thanks for sending along the editorial from The Charlotte Observer.

As you will see from the enclosed, we're sending him a packet of information which I hope will set him straight.

Sincerely yours,

John

John E. Ivey, Jr.
Director

JEI:dcs
enclosure

BOARD OF CONTROL FOR SOUTHERN REGIONAL EDUCATION
316 PEACHTREE STREET, N. E.
ATLANTA 3, GEORGIA

October 23, 1950

Mr. James A. Parham
Associate Editor
The Charlotte Observer
Charlotte, North Carolina

Dear Mr. Parham:

I have just read a copy of the editorial in a recent edition of The Observer entitled "Two Segregation Cases." I am afraid that your editorial reflects some serious errors of fact. Believing you would be interested in having these pointed out, I have taken the liberty to write you.

The McCready case in Maryland has contributed to widespread misunderstanding about the effort of the Southern states to work together in improving the region's system of higher education. Actually, an attempted misuse of the program was involved in the Maryland case, and the regional Board of Control intervened to make its position clear. The ultimate action by the United States Supreme Court in effect sustained the position taken by the Board.

The regional Board has held to the policy that it must not become involved in racial or political disputes. The program is serving to improve the educational facilities of the South for all citizens. It is making encouraging progress through the cooperation of the educational and political leadership of the region. Thirteen states and sixteen institutions are now participating in the contracts-for-services phase of the program, and representatives of scores of institutions have contributed to conferences and committee studies. There are 408 white students and 141 Negro students receiving training in the program.

In view of your editorial, I felt you would want this information, and I am only sorry that we failed heretofore to get complete information on the program to you. I am taking the liberty of enclosing material for any present use you may make of it, and also for your files.

COPY

Mr. James A. Parham October 23,1950

Included in the enclosures is a copy of a statement released from this office after the Supreme Court action on the Maryland case. I also call your attention to two articles in the issue of Higher Education--"The South's Evolving Pattern of Regional Planning in Higher Education," and "Legal Aspects of the Regional Plan for Higher Education."

If at any time you would like information about specific activities within the program, please call upon us.

Sincerely yours,

John E. Ivey, Jr.
Director

JEI:dcs
enclosures

bcc: George S. Mitchell

September 29, 1953

Mr. Werner Imhoof
Swiss Newspapers
3914 Livingston Street, Northwest
Washington 15, D.C.

Dear Mr. Imhoof:

Here for free, and with our warmest recollection, is a copy of the pamphlet you were kind enough to wire for today.

We are most anxious to get it used by local, and wherever possible inter-racial discussion groups.

Sincerely,

George S. Mitchell,
Executive Director

GSM/allo
enclosure

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

W. P. MARSHALL, PRESIDENT

FX-1201

SYMBOLS

DL=Day Letter

NL=Night Letter

LT=Int'l Letter Telegram

VLT=Int'l Victory Ltr.

(31)

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DR GEORGE MITCHELL=

TU ATLANTA

SOUTHERN REGIONAL COUNCIL ATLA=

PLEASE SEND ME ONE COPY OF PAMPHLET THE SCHOOLS AND THE COURTS AND BILL ME=

WERNER IMHOOF SWISS NEWSPAPERS 3914 LIVINGSTON STREET NORTHWEST WASHINGTON 15 DC=

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

Info —

February 19, '54

Dear Miss Chandler,

I've got a couple of High School daughters myself, and they have themes to write, and I know perfetly well that the things have to be done about ten days after the assignment is given, and good Mr. McGill only sent me your letter two weeks and more after you had written him. But anyway I send you some useful items, and they may come in handily for next time.

I belong in Richmond, and stop at Danwiddie Court House every time I go up that way.

You might propose to your parents that one of them arrange to take you on a visit to Mr. Arthur H. Mitchell, the former Congressman, who lives right there at Roseanna Gardens, on No. 1 Highway. He is widely informed, and a thoughtful and helpful and gentlemanly person. No better way to get a good theme written than to talk with him, and get his ideas.

Best luck,

George S. Mitchell

Technically, you should send us about 30 cents for the pamphlets, but if thirty cents doesn't lie around never mind!

RECEIVED
FEB 19 1954
Southern Regional Council

February 18, 1954

Miss Mary Chandler
Dinwiddie
Virginia

Dear Miss Chandler:

Your letter to Time Magazine somehow got to their subscription office in Chicago and finally was returned to me.

I am asking Mr. George Mitchell of the Southern Regional Council to forward you one of their pamphlets which I hope will be helpful.

Sincerely yours,

Ralph McGill

RM:gl

cc: Mr. George Mitchell

Dinwiddie, Va.
January 30, 1954

FEB 3 1954

NARG

Dear Sir:

I am writing to ask you a big favor. I do hope you can help me. My name is Mary Chandler and I am a senior at Dinwiddie High School in Dinwiddie, Virginia. I am attempting to write a speech on segregation. I have been trying to do some research on the subject but we have a very inadequate library at school. Then I did find your article on segregation in the Time magazine, which I do think was very good and I really agree with you at most points.

But you see my speech has to be impartial to both sides of the argument and so I really need some good information. I am sure that you have the knowledge to be impartial to both sides, also. So I would be very grateful to you if you could get me some information of that nature

I am really interested in the subject as a whole. Mostly I guess because Virginia is

right in the middle of it all.

I am sure that you can be of great help to me and I would really appreciate it very much. Your own opinion will be greatly appreciated also.

Yours truly,

(Miss) Mary Chandler

INSTITUTE *of* INTERNATIONAL EDUCATION

1 East 67th Street, New York 21, N. Y.
LEhigh 5-3400

news release

For immediate release

from

Charlotte Elkind

CONFERENCE ON EXCHANGE OF PERSONS

A National Conference on Exchange of Persons will be held in New York February 23-25, 1955, it was announced today, January 10, by Mr. Kenneth Holland, President of the sponsoring agency, the Institute of International Education.

Several hundred leaders in education, government, labor, business, and religious and civic affairs will attend the three-day session which will be held at the Park Sheraton Hotel.

"Leaders for a Free World" is the theme of the meeting. One of its purposes is to focus national attention on exchange of persons as an important instrument in building leadership for afree world. The conference should also provide an opportunity for organizations in the field of international education to assess current programs, their potentialities and shortcomings.

"The importance of the bonds between U.S. citizens and citizens of other nations of the world created through international exchange of persons programs has never been more evident than in this period in which we have neither war nor true peace," stated Mr. Arthur H. Houghton, Jr., Chairman of the Institute's Board of Trustees, commenting on the need for the conference.

"Since the war educational exchange programs between the U.S. and other countries of the free world have grown enormously. Our foreign student population has quintupled. The very size of the exchange population, as compared with its pre-war level, calls for an examination of the programs which have fostered this growth, a reconsideration of their goals, their methods of operation and their effectiveness," Mr. Houghton continued.

(more)

"The Institute, thirty-five years old this year, has responded to the need for a coordinating body or catalytic agent to call together the many private organizations and government agencies concerned with the exchange of persons movement for joint consideration of the future direction and emphasis to be given to exchange of persons programs between the United States and other countries."

Organizations participating in the conference planning are: America-Italy Society, Inc.; American Association of University Women; American Council on Education; American Federation of Labor; American Field Service; American Friends of the Middle East, Inc.; American Friends Service Committee, Inc.; American Labor Education Service, Inc.; American National Theatre and Academy; American-Scandinavian Foundation; Belgian American Educational Foundation, Inc.; Carnegie Endowment for International Peace; China Institute in America; Committee on Friendly Relations Among Foreign Students; Conference Board of Associated Research Councils; Congress of Industrial Organizations; Council on Student Travel; English-Speaking Union of the U.S.; Experiment in International Living; Foreign Policy Association; General Federation of Women's Clubs.

Still other participating organizations are: Greater New York Council for Foreign Students; Guaranty Trust Company of New York; International Educational Exchange Service, Department of State (observer only); International General Electric Company; International House Association, Inc.; Japan Society, Inc.; National Academy of Sciences--National Research Council of the U.S.; National Association of Foreign Student Advisers; National Catholic Welfare Conference; National Council of Jewish Women, Inc.; National Council of the Churches of Christ in the U.S.A.; National Education Association of the U.S.; National Interfraternity Conference; National Panhellenic Conference; National Social Welfare Assembly, Inc.; Near East Foundation; Netherland-America Foundation, Inc.; Pan American Union; Pan American World Airways, Inc.; Rhodes Scholarship Trust; Technical Assistance Board, United Nations; UNESCO; United States National Student Association; World University Service; National Council of Young Men's Christian Associations of the U.S.A.; and Young Women's Christian Association of the U.S.A.

###

See "applications, 1955" for biographical data

5439 South Kimbark
Chicago 15, Ill.
March 27, 1955

MAR 29 1955

Dr. George S. Mitchell
Southern Regional Council
63 Auburn Ave., N. E.
Atlanta, Ga.

Dear George:

The upheaval at the Illinois Commission has proceeded to the extent of asking me to leave April 30 and informing the Assistant Director that her job is now "political"!

This week I have a dinner date to start the ball rolling on the project to revive the race relations work at the University of Chicago, but I'm not banking on it heavily.

As a long shot I'm sending you a statement of my background. I'm leaving no stone unturned in my campaign to find a suitable position in the near future.

Your visits to Chicago did a lot for our morale up here --especially mine. I'm enclosing a clipping from the Daily News, but I'm sorry to say I haven't seen the news stories which came out of your appearance.

Sincerely yours,

Helen

Helen E. Amerman

Encl.

March 10, 1955

Miss Helen E. Amerman
Illinois Commission on Human Relations
160 North LaSalle Street
Chicago 1, Illinois

Dear Helen:

You make those folks fix you up.

Sincerely,

George S. Mitchell
Executive Director

GSM/eab

April 3, 1956

Mr. Yasumasa Tanaka
International House of Japan
2 Toriizaka-Machi,
Azabu, Minato-ku,
Tokyo, JAPAN

Dear Mr. Tanaka:

All of us recall most warmly Mr. Kaji and are grateful to you for sending on at his request the copies of Mr. Hasegawa's article, Japan's Cultural Democracy.

These have come and we will read them with the greatest interest.

Sincerely,

George S. Mitchell
Executive Director

GSM:mef

Board of Directors:
AISUKE KABAYAMA (deceased)
Chairman
SHIGEHARU MATSUMOTO
Managing Director
GORDON T. BOWLES
Associate Managing Director
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YASAKA TAKAGI

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INTERNATIONAL HOUSE OF JAPAN, Inc.
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AIICHIRO FUJIYAMA
HISAAKIRA KANO
TELEPHONE:
AKASAKA (48) 8351
CABLE ADDRESS:
INTERCUL TOKYO

RECEIVED APR 2 1956

March 29, 1956

Dr. George S. Mitchell
Southern Regional Council
63 Auburn Ave., N. E.
Atlanta, Georgia
U. S. A.

Dear Dr. Mitchell,

According to the request of Dr. Shinzo Kaji, Professor of Economics at Tokyo University, now staying at Stanford, I am sending you under separate cover, Mr. Nyozekan Hasegawa's folders and reprints of his article "Japan's Cultural Democracy" from the "Atlantic Monthly".

Sincerely yours,

Yasumasa Tanaka

Yasumasa Tanaka
International House of Japan

5439 South Kimbark
Chicago 15, Ill.
April 8, 1955

APR 11 1955

Dr. George S. Mitchell
Southern Regional Council
63 Auburn Ave., N. E.
Atlanta 3, Ga.

Dear George:

Your terse little notes do wonders for my morale!

Monday I had an appointment with Everett Hughes, head of the Sociology Department at the University. After waiting an hour for him, I spent another hour in which he mostly talked about his pet research (doctors and hospitals) and his philosophy about building a department, but he made two points:

1. I showed him a revised version of the proposal I showed you, and he said there was nobody interested in race relations per se on the Sociology faculty, therefore there wouldn't be much point to setting up such a clearing house. The University's first concern must be academic, and the emphases in the departmental activities must grow out of the interests of the "bright young men" who join the staff. He is against trying to replace or get "successors to" big people who leave or die. He emphasized that the University's prominence in race relations was short-lived and purely Louis Wirth's. However, he agreed to refer the proposal to Sol Tax, head of the practically defunct Committee on Race Relations.

2. When I got (politely, I hope) a little impatient and said, "Well, that's what I'd like to do, but since I can't, how would you suggest that I use my talents?" He said that with my savvy of agencies I was a "national asset," and the problem was how best to use me. Since he had nothing specific to suggest, I felt as though he had mentally consigned me to the Department of the Interior or the Commission on National Monuments so that they might plant grass around me and put up chains to keep the tourists off!

Fortunately my twenty-odd letters are ~~being~~ bearing a little more encouraging fruit. Gus Falk of the local American Jewish Committee counseled me Wednesday to get out of the hurly burly and take a job as a secretary to a top person in the research or personnel department of some big industrial firm. He said, after all I was a woman and couldn't get anywhere, anyhow, in this field!

Sincerely yours,

Helen

Helen E. Amerman

~~To GSM~~ File - Foreign Visitors

INSTITUTE *of* INTERNATIONAL EDUCATION

1 East 67th Street, New York 21, N. Y.
LEhigh 5-3400

news release ***from***

Charlotte Elkins

For release MONDAY
April 30, 1956

And very a drop to drink! HCF

Query - send to Arkansas Democrat queen?

ROCKEFELLER GRANT

Receipt of a grant of $250,000 from the Rockefeller Foundation was announced today, Monday, April 30, by the Institute of International Education, New York City.

The five-year grant of $50,000 per year was announced by Arthur A. Houghton, Jr., chairman of the Institute's Board of Trustees, and Kenneth Holland, president of the 37-year-old exchange agency.

Mr. Holland commented today, "The Rockefeller grant, like a recent grant from the Carnegie Corporation, will help create the financial stability necessary to the Institute so that the core of its vital work will be free in part from the fluctuations of year-to-year support." The President added that the private programs of the Institute depend upon gifts from foundations, corporations, colleges and universities and individuals.

The Institute is a private, non-profit organization which this year is administering exchange programs involving more than 4,500 individuals. It handles, under contract, many exchange programs for governmental and private agencies. The Institute was directly concerned with the sponsorship of one-fourth of all the foreign students at the graduate level who came to the United States this year. It secures financial support of more than a million dollars each year from private sources for carefully selected foreign students. It also nominated 1,400 American college graduates to study abroad under the Fulbright and other public and private programs. Special programs for young foreign diplomats, American religious leaders, English-teaching in Indonesia and Japan, are also organized and administered by the Institute. The total value of the exchanges arranged by the organization last year was approximately $10,000,000. The Institute annually answers more than 100,000 individual inquiries regarding educational exchange from all parts of the country and the world. It maintains regional offices in the United States in Chicago, Denver, Houston, Los Angeles, San Francisco and Washington, D.C.

Speaking today of the organization's future, Mr. Houghton emphasized that the Institute board has developed comprehensive plans to assure a role of greater service and leadership for the agency which, during the next decade, will require $840,000 a year in new funds.

####

INTERNATIONAL COOPERATION ADMINISTRATION

Washington 25, D. C.

January 22, 1957

Dr. George S. Mitchell
Executive Director
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta, Georgia

RECEIVED JAN 26 1957

Dear Dr. Mitchell:

As a result of numerous requests made by community groups for more information concerning the technical cooperation program administered by the International Cooperation Administration, I have asked our Office of Public Reports to send you, under separate cover, some descriptive literature. You have been placed on the ICA mailing list so that as these publications are revised or new ones written they will also be sent to you. This information should help in understanding why some of the foreign visitors you have been and will be associating with are brought to this country for technical training.

As you so well know, your organizations and your community can contribute something to our program that no government agency could possibly provide, that is, opportunities for informal visits to homes, participation in various community activities and other forms of hospitality which give a broad understanding of American life and provide opportunities to know Americans on an informal friendly basis. Insofar as an individual foreign visitor is concerned, your efforts may in fact determine the success or failure of the program.

Again may I express for ICA our appreciation for your continued interest and help in realizing the objectives of our program. Also a belated wish for a most happy and prosperous New Year.

Sincerely yours,

Alden R. Crocker

(Mrs.) Alden R. Crocker, Assistant Chief
Policy and Procedures Branch
Training Development Staff

Chairman
Regional Contact Work Group
Inter-Agency Committee on Technical Training
Programs, Educational Exchange and Overseas
Cultural Activities (XPC)
(Departments of State, Defense, ICA and USIA)

P.S. I am enclosing a mimeographed document which provides some summary information about our training program.

Attachment:
ICA Training Program

INTERNATIONAL COOPERATION AIMINISTRATION

ICA TRAINING PROGRAMS

ICA has two types of programs under which foreign nationals come to the U.S. for technical training. One is the Technical Cooperation Program covering the Far East, Latin America, the Near East, Africa and South Asia, and the other is the Technical Exchange Program involving European countries. The difference in these two programs is a reflection of the level of economic development of the areas concerned.

I. OBJECTIVES

A. Technical Cooperation Program (in the Far East, Latin America, the Near East, Africa and South Asia)

The Mutual Security Act of 1954 states that "It is the policy of the United States to aid the efforts of the peoples of economically under-developed areas to develop their resources and improve their working and living conditions by encouraging the exchange of technical knowledge and skills and the flow of investment capital to countries which provide conditions under which such technical assistance and capital can effectively and constructively contribute to raising standards of living, creating new sources of wealth, increasing productivity and expanding purchasing power".

B. Technical Exchange Program (Europe)

The Technical Exchange Program, operating only in Europe, and serving an area which is already highly advanced technically, is designed to accomplish different objectives from the technical cooperation program. Among these objectives are economic expansion through more competitive business practices, reduction of Communist strength through healthier labor relations and greater economic integration in Europe.

II. Techniques of Technical Cooperation and Exchange Programs

To fulfill the objectives of the technical assistance programs in a cooperating country, once a broad general agreement has been made, detailed agreements on special programs are drawn up launching a series of technical projects. These technical projects require various elements for their fulfillment, only one of which is the bringing of individuals from cooperating countries to the U.S. for training. Such projects are developed only upon the request of the cooperating country, and costs are shared by them to the fullest extent possible. ICA also draws on the specialized knowledge, skills and experience of the cooperating Federal Agencies, such as the Departments of Agriculture, Health, Education and Welfare, Commerce, etc., as well as that of American Universities, industry, trade unions, and voluntary agencies, and sends specialists abroad to help train local technicians.

III. The Participant and His Role in the Programs

Because of the nature of the objectives of the programs as stated above, it can be seen that foreign nationals under the ICA programs are not brought to the U.S. for educational purposes, per se, nor do they receive grants, and

thus are not "grantees". They are referred to as "participants" to reflect their participation in the technical cooperation and exchange programs. The technical training they receive is advanced, specialized and practical, and is an integral part of the technical projects worked out by their respective governments and ICA. Participants are expected to apply what they have learned to specific economic development activities when they return home.

IV. Occupational Fields

Advanced specialized training is given in agriculture and natural resources, industry and mining, transportation and communications, labor education, health and sanitation, public and business administration, social welfare, community development, housing and other miscellaneous technical fields.

V. Duration of Training

Training programs vary from six weeks to one year, depending upon the purpose of the program. Especially in the case of labor and industry teams, and in cases involving government officials who cannot be away from their respective countries for extended periods, the short "impact" type program is employed.

VI. Geographic Scope

ICA is working in cooperative projects in about sixty countries around the world, as well as in some twenty overseas territories of European countries.

VII. Numbers

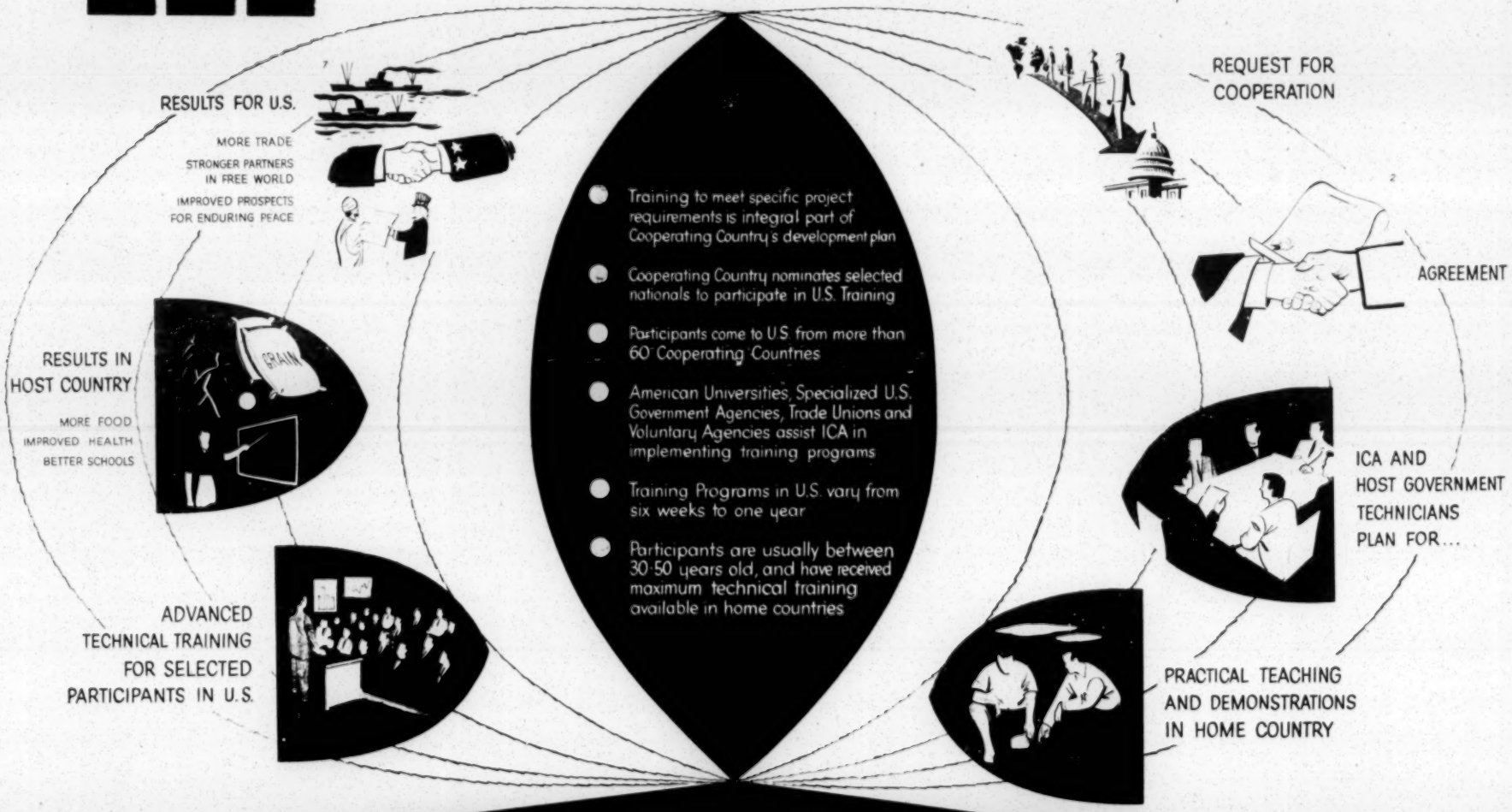
Since 1944, more than 30,000 participants have come to the United States under the programs of ICA and its predecessor agencies. Currently, arrivals for training in this country are running about four or five thousand annually. Although, up until now, Europeans have accounted for the largest part of the participants (almost 50% of arrivals to date), emphasis is now shifting to the underdeveloped areas.

VIII. Participant Training Costs

Arrangements to pay costs of a participants travel to and from the U.S. vary, country by country, with some countries paying all or most of such costs. However, while a participant is in the U.S., ICA normally assumes the cost of maintenance, transportation within the U.S., and direct training costs such as tuition, book allowances, etc. These expenses are included in the total cost of the technical project of which the participant is a part. Participants are required to carry health and accident insurance.

S/TDS
3/19/56

ICA TECHNICAL COOPERATION



GPO 914612

March 13, 1957

TO: Institute of Citizenship

I am interested in the conference on "Urban Growth in Georgia," April 22-23, at Emory and would like for you to send me a program and additional material.

Name: _____

Address: _____

_____

INSTITUTE OF CITIZENSHIP

FOUNDED IN 1928

EMORY UNIVERSITY, GEORGIA

CULLEN B. GOSNELL,
Director

EXECUTIVE COMMITTEE
WILLIAM M. HEPBURN,
Chairman
JOHN A. GRIFFIN,
Secretary
BRADFORD ANSLEY
EARL BREWER
JOHN H. GOFF
CULLEN B. GOSNELL
CHARLES O. LERCHE
JOSEPH J. MATHEWS
HOWARD M. PHILLIPS

March 13, 1957

RECEIVED MAR 18 1957

MEMORANDUM

TO: Atlantians Interested in Problems of Urban Growth and Development

FROM: John A. Griffin, Secretary

The Institute of Citizenship plans a two day conference on "Problems of Urban Growth in Georgia," April 22-23. This is a conference primarily for lay persons. The focus will be on such problems as population change and economic development, providing urban services, land use, transportation, finance, government, planning.

You are cordially invited to attend these sessions and to share with other participants your experiences in this field.

If you are interested in this conference, please return the enclosed card and we will send you subsequent materials.

File

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CENTER FOR INTERNATIONAL STUDIES
50 MEMORIAL DRIVE
CAMBRIDGE 39, MASSACHUSETTS

Univ-4-6900
Ex. 3640
5:30 Wed
in Room

March 19, 1957

RECEIVED MAR 21 1957

Mr. Harold C. Fleming
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Fleming:

Thank you for your note. I can suit your convenience on any one of those days, March 27 through March 29, if you will name the time and place.

Sincerely yours,

Harold R. Isaacs
Research Associate

HRI:lr

March 15, 1957

Mr. Harold R. Isaacs
Research Associate
Massachusetts Institute of Technology
50 Memorial Drive
Cambridge, Massachusetts

Dear Mr. Isaacs:

I would be very much interested in discussing with you your plans for an inquiry into the impact and influence of international affairs on race relations in this country.

I am planning to be in New York City during the last week of this month, probably the 27th through the 29th. If you will let me know when it will be possible for you to come down, I will set aside the appropriate time. Perhaps we could make it for either lunch or dinner on one of those days.

Sincerely,

Harold C. Fleming
Executive Director

HCF/eab

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CENTER FOR INTERNATIONAL STUDIES
50 MEMORIAL DRIVE
CAMBRIDGE 39, MASSACHUSETTS

March 4, 1957

Mr. Harold Fleming
Southern Educational Reporting Services
1109 19th Avenue South
Nashville, Tennessee

Dear Mr. Fleming:

I have begun recently to put together plans for an inquiry into the impact and influence of international affairs on the thinking of people involved in race relations controversies in this country. I am interested in trying to find out, for example, how different kinds of people in a given controversial situation register the foreign impact of race conflict in this country, how much they are influenced by the knowledge that race relations are changing everywhere else at such a rapid pace. I am even thinking of trying to set up an opportunity to watch the actual flow of news and reaction between some point here and a number of foreign points.

Very early in our preliminary discussions of this idea it was strongly suggested to me that I seek an opportunity to kick it around with you. I was assured you would be highly interested and that you could better than most help sharpen my own tentative thinking about the possibilities of such an inquiry.

I write therefore to ask whether you would be interested in such a talk, and if so, whether you could let me know when you next plan to be in New York with a schedule that would allow us to have a meal together. I would gladly come down to meet you there whenever you say.

I look forward to hearing from you.

Sincerely yours,

HRIsaacs

Harold R. Isaacs
Research Associate

HRI:lr

Atlanta, Georgia
March 27, 1957

Mr. Georg G. Iggers
Department of History
University of Arkansas
Fayetteville, Arkansas

Dear Georg:

Have received your letter of March 23 and hasten to reply. I have talked with several people who have taught or are teaching at the University of Georgia, and frankly, it seems that academic freedom in Athens is in a deteriorating spiral. I am distressed at telling you this, for it probably means that you will not come to Georgia, but nevertheless you should know that very great pressure has been brought to bear on professors who were known to be liberal and those who spoke out either in their classes or in a public forum were subject and often subjected to a session "on the carpet" with a Dean.

You might want to contact Professor Paul Pfuetze, Department of Philosophy, University of Georgia, Athens. He is one of the professors who came under such pressure. He is a man of discretion, so you need not fear writing him on a confidential basis.

Best personal regards.

Sincerely,

Frederick B. Routh

FBR:mm

cc: Dr. Paul Pfuetze

INSTITUTE ON POLICE–COMMUNITY RELATIONS

An Interprofessional Approach to Community Problems

June 2-7, 1957

Kellogg Center for Continuing Education

East Lansing, Michigan

FBR — for yr info HCF

Sponsored by

Michigan State University

School of Police Administration and Public Safety

with the cooperation of

National Conference of Christians and Jews

International Association of Chiefs of Police

Michigan Association of Chiefs of Police

National Sheriffs' Association

Michigan Sheriffs' Association

APPLICATION

THIRD ANNUAL INSTITUTE ON POLICE-COMMUNITY RELATIONS

AN INTERPROFESSIONAL APPROACH TO COMMUNITY PROBLEMS

Sponsored by Michigan State University with the cooperation of the National Conference of Christians and Jews. Kellogg Center, East Lansing, Michigan, June 2 - 7, 1957.

NAME _____

TITLE AND/OR POSITION _____

APPLICANT'S ADDRESS _____

RECOMMENDED BY _____

(N.C.C.J. Regional Director) *Date*

Applicant — please indicate if you have any particular interest, concerns, problems or purpose in attending the Institute _____

_____

Send application to nearest N.C.C.J. office or Associate Professor Sanford W. Shoults, School of Police Administration, Michigan State University, East Lansing, Michigan, by: May 17, 1957

INSTITUTE OF
INTERNATIONAL EDUCATION
INCORPORATED

1 EAST 67TH STREET AT FIFTH AVENUE, NEW YORK 21, N. Y. • LEHIGH 5-3400 • CABLE ADDRESS "INTERED"

Regional Offices: Washington, Chicago, Denver, Houston and San Francisco

October 4, 1957

Dear Sir:

I am writing in order to call to your attention the opportunities for foreign study and research in Adult Education which exist under the Fulbright scholarship program. The Institute of International Education, which is the preliminary selection agency for Fulbright awards at the predoctoral level, hopes once again to receive applications from well qualified students and workers in this field. Since formal university education is not always a prerequisite to careers in adult education, the distinction between junior and post-doctoral grants in this field must be made on the basis of age and experience. The predoctoral grants are geared to the needs of single persons and in most cases the junior grantees are under 40 years of age.

Among the participating countries to which Adult Education grantees have gone on Junior Fulbright awards are: Austria, Denmark, France, Italy, Germany, Norway, and the United Kingdom.

Further information can be obtained through the Institute of International Education, 1 East 67th Street, New York 21, or any of the Institute's branch offices.

Please do not hesitate to write to me if there is any way in which I can be helpful to you in publicizing these opportunities.

Sincerely yours,

David Wodlinger

David Wodlinger
Director
U.S. Fulbright Programs

EV

INDIANA UNIVERSITY
Division of University Extension
BLOOMINGTON, INDIANA

AUDIO-VISUAL CENTER
NET FILM SERVICE

March 31, 1958

[EV would like to preview ~~May 28~~]

Mr. Harold C. Fleming, Editor
New South
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Fleming:

A new documentary film, "The Constitution and Employment Standards," will be released for distribution soon by NET Film Service, Audio-Visual Center, Indiana University, Bloomington, Indiana.

This is the first of a projected six-film series titled DECISION, which will be produced by Center for Mass Communication of Columbia University Press. Production of the films is under the sponsorship of the Educational Television and Radio Center. They will be distributed for classroom use after the first showing on educational television. The series will document the impact of selected United States Supreme Court decisions on the individual and society.

The staff of the National Legal Audio-Visual Center previewed the film recently and said the series "promises to be the most significant attempt to date in filming educational materials in the public law area. In contrast with the contrived oversimplification which has characterized so many of the existing public law films, this film employs effective documentary techniques."

Enclosed is a New Film Announcement which you may use in whole or part to announce this film in your publication. If you or members of your staff wish to preview this film in order to write your own review, contact me and I will arrange a booking at no cost other than return postage as soon as the prints are available. I would also be glad to send you information about three other recent Indiana University productions in this field---STARS AND STRIPES ON DISPLAY, THE LEGISLATIVE PROCESS, and VOTING PROCEDURES.

Yours truly,

Hal Skinner

Hal Skinner
NET Film Service

HS:mb
Encls:

~~Not in position to order - But can [illegible] to paid~~

EFV ordered for "Voting Procedures" on 9/12/59

NEW FILM ANNOUNCEMENT

FROM: Audio-Visual Center
Indiana University
Bloomington, Indiana
Telephone: 6811 Ext. 665

TO: New South

FOR RELEASE AT WILL

THE CONSTITUTION AND EMPLOYMENT STANDARDS

THE CONSTITUTION AND EMPLOYMENT STANDARDS. A 28 minute documentary, 16 mm sound, black and white motion picture. Produced by Center for Mass Communication of Columbia University Press for the Educational Television and Radio Center. Distributed by NET Film Service, Audio-Visual Center, Indiana University, Bloomington, Indiana. Purchase price, $125.

THE CONSTITUTION AND EMPLOYMENT STANDARDS is a documentary film showing the constitution in action. In re-creating the case of United States v. Darby Lumber Company, which sustained the wage-and-hour provision of the Fair Labor Standards Act of 1938, actual locations and persons involved are used.

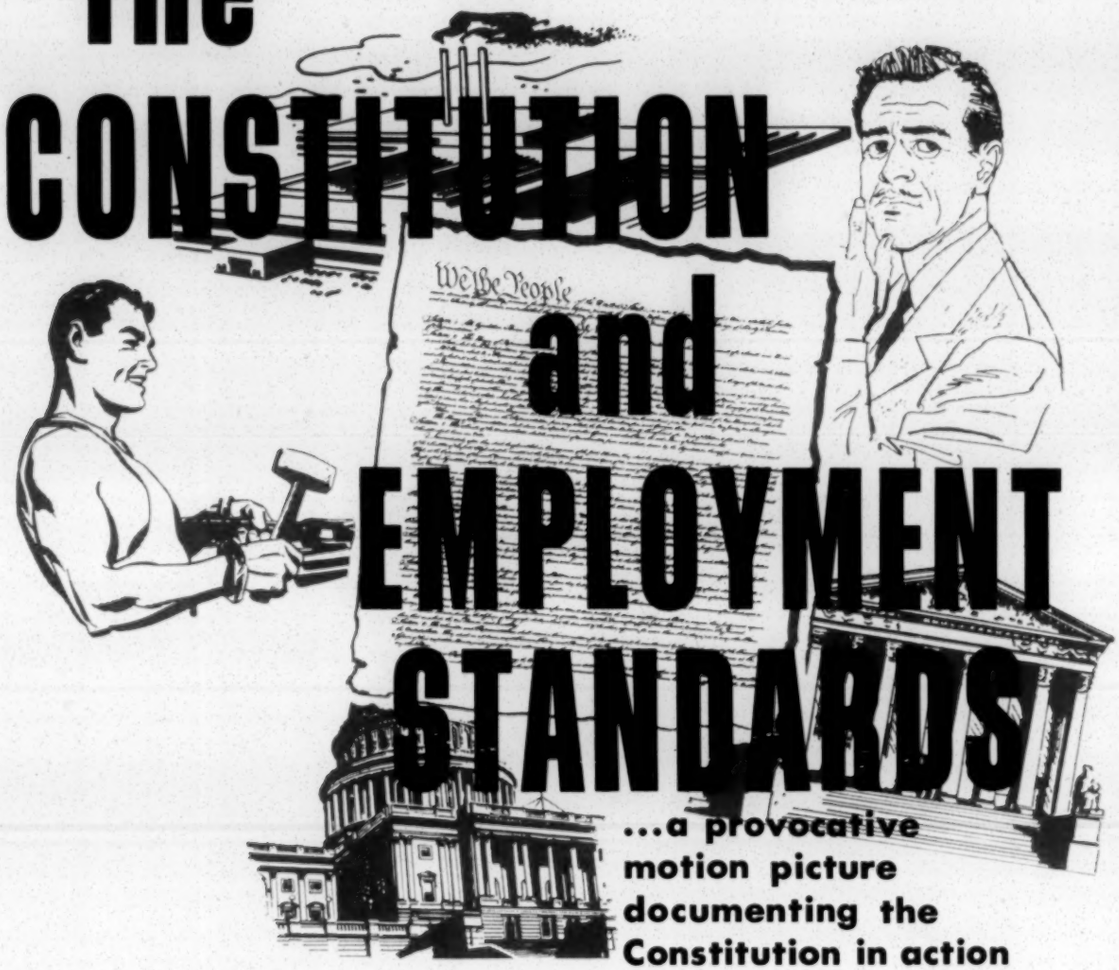
The film emphasizes constitutional standards and their shifting interpretation used by the Supreme Court in judging the constitutionality of labor legislation. A review of the legal, social and economic background of the Fair Labor Standards Act aids in understanding the role of Supreme Court decision-making in our governmental system.

The mature approach of the film makes it suitable for high school, college and adult groups.

--30--

Hal Skinner
March, 1958

the CONSTITUTION and EMPLOYMENT STANDARDS



...a provocative motion picture documenting the Constitution in action

Realistically illustrates

—how the Constitution, written in an agricultural age, serves our industrial nation

—the judicial process

—the role of the Supreme Court in the life of our country

—the inter-relationship of the branches of the federal government

—the dynamics of policy formulation in government

Content

Shows the relationship of the Constitution to wage-and-hour legislation by recreating the case of *United States v. Darby Lumber Company*. Reviews the legal, social and economic background, and aftermath, of the Fair Labor Standards Act of 1938. Emphasizes the constitutional standards, and their shifting interpretation, used by the Supreme Court in judging the constitutionality of federal regulation of labor standards. Illustrates the role of Supreme Court decision-making in our governmental system.

For use in

secondary school instruction / college courses in government / adult study groups

DISTRIBUTED BY NET FILM SERVICE, INDIANA UNIVERSITY

The Constitution and Employment Standards is a documentary film. It was shot on location, using actual settings, and the persons actually involved in the case of *United States v. Darby Lumber Company.*

PRODUCER: Center for Mass Communication of Columbia University Press for the Educational Television and Radio Center

CONSULTANT ON CONTENT: Herbert Wechsler, Professor of Law, Columbia University; formerly Assistant Attorney General of the United States

PRODUCER-DIRECTOR: Stephen Sharff, documentarian, winner of awards at Edinburgh and Venice Film Festivals

WRITER AND EXECUTIVE PRODUCER: Erik Barnouw, National Chairman, Writers Guild of America; author of *Mass Communication: Television, Radio, Film, Press*

The Constitution and Employment Standards is a 16mm, sound, black and white film, 28 minutes in length. Purchase price is $125.

Those interested in considering purchase can obtain a preview print at no cost other than return postage.

This film may be purchased on a three or four year annual rental plan that leads to ownership.

For purchase information and preview arrangements, write Indiana University, NET Film Service, Audio-Visual Center, Bloomington, Indiana.

NOTE: *This film is distributed for non-commercial use only. It may not be used for television broadcasting or theatrical exhibition.* **The Constitution and Employment Standards** *is the first of a projected series of films dealing with the Constitution.*

October 8, 1958

Mr. Hal Skinner
Audio-Visual Center
Division of University Extension
Indiana University
Bloomington, Indiana

Dear Mr. Skinner:

Thanks for sending me "The Constitution and Employment Standards" and "Voting Proceedures" for preview. They were both good films and I was glad to have an opportunity to see them.

I am sorry that the films were late in getting to you. It might be helpful to you, for further scheduling, to know that the films did not reach me until late on Thursday, September 25th. This did occasion some further delay in previewing the films. But, again, our appreciation for supplying the films to us.

Sincerely yours,

Emory F. Via
Labor Consultant

EFV:ls

INDIANA UNIVERSITY
Division of University Extension
BLOOMINGTON, INDIANA

AUDIO-VISUAL CENTER
NET FILM SERVICE

September 19, 1958

Mr. Emory F. Via
Labor Consultant
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Via:

Thank you for your letter of September 15 requesting preview prints of "The Constitution and Employment Standards" and "Voting Procedures". They have been shipped and should be in your office by this time.

Enclosed are brochures describing the above films, plus two others in the same subject area. Purchase and rental information is on the back of the brochures and on the enclosed sheet.

We are glad to have the opportunity of providing these films for possible review in NEW South. Please feel free to write if you need additional information.

Yours truly,

Hal Skinner

Hal Skinner
Audio-Visual Center

HS/md

Enclosures

September 15, 1958

Mr. Hal Skinner
NET Film Service
Audio-visual Center
Division of University Extension
Indiana University
Bloomington, Indiana

Dear Mr. Skinner:

I would like to have a preview copy of "The Constitution and Employment Standards" for possible review in our publication, New South. If it is convenient, I would also welcome a preview copy of "Voting Proceedures." Please include information on rental arrangements and purchase.

Sincerely,

Emory F. Via
Labor Consultant

(Dictated by Mr. Via but signed in his absence)

EFV:ls

Isaacs' article "World Affairs and U. S. Race Relations..."
circulated to JC and MM with request to hold for Les Dunbar.

December 22, 1958

Mr. Harold R. Isaacs
Research Associate
Center for International Studies
Massachusetts Institute of Technology
50 Memorial Drive
Cambridge, Massachusetts

Dear Harold Isaacs:

Thanks for sending me a copy of your article from The Public Opinion Quarterly. It is a fine and stimulating analysis.

Do you have a few more copies you can spare? I should like to send it to several people, including two or three foundation executives.

With best regards,

Sincerely,

Harold C. Fleming
Executive Director

HCF/mf

Certified Professional Secretary

institute for certifying secretaries

COMMITTEE ON QUALIFICATIONS
Suite 410, 1103 Grand Avenue
Kansas City 6, Missouri

COMMITTEE ON QUALIFICATIONS

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Vice President and Treasurer (Ret.)
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Charlotte, North Carolina

★

Mary H. Inglis
Special Teacher
Charlotte City School System
Charlotte, North Carolina

★

Milo O. Kirkpatrick, President
King's Business College
Charlotte, North Carolina

★

Thomas G. Lane, Jr.
Attorney at Law
Charlotte, North Carolina

Questionnaire Mailed 1/5/58 wf.

December 29, 1958

Mr. Harold C. Fleming
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta, Georgia

The Institute for Certifying Secretaries has received an application to take the CPS examination in the spring of 1959 from Mrs. Elizabeth A. Brantley.

Since the Institute wishes to be assured that every candidate admitted to the examination has the required experience as a successful secretary, we shall appreciate your filling in all items on the enclosed Job Reference Sheet and Employer's Statement. All information will be considered confidential.

It would be helpful if you would furnish us with additional information which would affect the Committee's decision. The Institute feels, however, that a letter without the completed forms is not sufficient for proper verification.

Since all references must be verified by the employer before the application can be considered, we shall appreciate your returning the forms as soon as possible. All verifications must be received by this office by February 1, 1959, but it is our hope that most of them will be received much earlier.

Katherine B. Nowell

Katherine B. Nowell

Enclosures (2)

Memo . . . FROM THE DESK OF
. . . . HAROLD C. FLEMING . . . .

A – check yes
B – Apr 1952 – May 1957
C Jan 1957 – May 1957
D $3200 5 mos
E Six (?)
F. NO

6
13
14
15
22
25
26

27
28
29

Otherwise, yes

H. Yes
I. No
J. Yes
K. Yes
L. Yes
M Yes

N. Yes
O. Yes
P Yes
Q Yes
R Yes
S Outstanding
T No

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CENTER FOR INTERNATIONAL STUDIES
50 MEMORIAL DRIVE
CAMBRIDGE 39, MASSACHUSETTS

14N-217

December 29, 1958

Mr. Harold C. Fleming
Executive Director
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Harold:

Thanks for your note. Herewith some more copies of the piece. I am hoping to be able to visit Atlanta before too long and will look forward to the chance of seeing you again.

Yours sincerely,

Harold

Harold R. Isaacs
Research Associate

HRI:lwf
Enclosures

Offprint from
THE PUBLIC OPINION QUARTERLY
Vol. XXII, No. 3, Fall 1958

World Affairs and U. S. Race Relations: A Note on Little Rock

BY HAROLD R. ISAACS*

We hear a great deal nowadays about the effect of American race relations on American standing in world affairs. Little heed is given to the reverse effect, i.e., the impact of world affairs on American race relations. Yet it is clear that the matter is more than one-sided and that the process is one of interaction. These notes set forth some questions that arose in the first phase of an inquiry into this subject at Little Rock.

Of the impact of U. S. racism abroad, we now all know that every outbreak of race conflict in this country is carried large on the world's news circuits. Little Rock was certainly the most heavily reported U. S. story abroad in 1957, and it began when the echoes of the Till murder trial, Clinton, the Autherine Lucy case, and the Montgomery bus boycott had barely died away. Such events also get heavy coverage in the American press, but some news of American race affairs is even more fully reported abroad. One of my recent informants said: "Why I have sent my wife clippings from Hongkong papers about things she had never even seen in the papers here in Washington."

We know this newly-enlarged intercontinental interest in American race relations exists, for it beats down on us in great waves every time the issue arises in visible form, and nowadays hardly an American traveller anywhere in the world can fail to run into some of it. We know it is strong, for it obviously moves people to high feeling in many places, and for many different reasons—some obvious, some not so obvious. And this is about all we do know. No one, it seems, has yet sorted out either the facts or the reasons. We know that the Communists use the issue as a handy stick with which to beat the American beasts—the demonstrators who tore at the Nixons in Caracas came shouting "Little Rock! Little Rock!"—but this is mostly effect, not cause. The stick is there for them to use, so is a fair-sized herd of real American beasts, and so are the emotions ready to be exploited. They come spontaneously into play quite without Communist help in many places and often among people well beyond the reach of Communist manipulation.

* Research Associate, Center for International Studies, Massachusetts Institute of Technology; author of *Scratches on Our Minds: American Images of China and India,* reviewed in this issue.

In vast parts of the world that have suddenly become so important to us, there are people who have had experience of Western white racism, whose whole lives and personalities, indeed, were largely shaped by it. These people have ceased allowing themselves to be demeaned by white foreigners in their own countries and they are acutely sensitive to the race aspect of all their new relationships, especially with Americans, heirs to the declining power of Western white man. Most of the reasons for Asian and African responses on the race question should leap plainly enough to the eye. They are not "new" but have been present for generations. What *is* new is their new importance, their new visibility, and the fact that they can no longer be disregarded. It is this, precisely, that has given American race problems their sharp new international edge.

There is a great need to understand this, and there is also a great need not to be simpleminded about it. These Asian and African attitudes exist on more than one plane, they take many different forms, flow and ebb at differing rates, house a great host of highly varied contradictions, and stand in a great array of changing relations to issues of race, color, and caste within each of these many different societies. All these complexities await someone's closer look, and not only in Asia and Africa, but in Europe also, where feeling about American racism has acquired a peculiarly new capacity to arouse righteous anger in these years of the rise of American world power. It will be worth someone's considerable effort to get past the cliché stage in finding out why at this particular time in history so many Scandinavians, Frenchmen, Spaniards, Italians, Englishmen, and even Germans discover in the American mote such a satisfactory distraction from their own several assorted beams.

On this large, complicated, and urgently important subject, we have some scattered information but, so far, little knowledge. One effort was made by a group headed by John A. Davis to cull world press reaction to American race issues in 1952-1954, but the results remain in an unpublished manuscript whose contents have since been heavily outrun by events.[1] Opinion pollers in Europe have apparently asked only a few questions bearing on this subject. I still hope to track down in our universities any thesis-writers or other scholarly inquirers who may be at work on it. In the government, there are times when the race issue all but dominates the incoming cable files and, in the words of one high official, "it interlards almost everything we do" both in the State Department and the U. S. Information Agency. But I have heard of only two attempts at any kind of summary analysis, both made at USIA, one in 1956 and one in 1957, the latter primarily an examination of how the

[1] Davis, John A. *et al.* "Foreign Reaction to American Racial Problems," Unpublished manuscript, 1955, American Information Committee on Race and Caste, Inc. (more recently reorganized as the Council on Race and Caste in World Affairs).

agency itself handled the Little Rock events. Both documents are classified and are therefore beyond ordinary use or view. On subjects like this, in any case, government research analysts have to be much too aware of sensitive nerves among the Congressional committee members who look over their shoulders. It is to be hoped rather urgently that no similiar inhibitions limit either private scholars or those who can finance them, for this whole matter of the impact of American racism abroad urgently needs sophisticated scrutiny.

Of the reverse of this matter we know even less. The very idea that world affairs have an impact on our race relations here at home sounds oddly startling at first, even to people intimately involved in race problems. I have found it necessary to get past a certain initial confusion at the beginning of many of my interviews, but it is brief, for when you come to think of it, it is plain—to begin with—that all this world interest in our race relations cannot avoid having certain effects upon us in the conduct of our own affairs. It certainly galvanizes a great many people in the government at Washington whenever the issue erupts. The whole machinery of our international propaganda has to be given over to defensive explanations. It even, when the provocation is great enough, produces action at the White House. Major constitutional issues were involved in the dispatch of troops to Little Rock, but when he appeared on TV to explain his act to the nation, the President himself laid heavy stress on the foreign effects of the episode. So did the Secretary of State and so did the great majority of the nation's press.

Little Rock, a town with no previous experience of either notoriety or renown, suddenly found itself in the world's eye. Its citizens had to answer the questions of some two dozen European and Asian correspondents as well as an army of American reporters and photographers. They heard or read daily of the massive national and international reaction to the events going on in their city. They had to react, each in his own way, when Moscow mockingly included Little Rock in the daily itineraries issued for the passage of Sputnik I. Mail from all over the world, from deeply-interested people of a score of nationalities, from missionaries and other Americans abroad, descended on Little Rock ministers, on Governor Faubus, on members of the School Board, and, most of all, on the nine Negro children whose entry into Central High School was the cause of the whole affair. Negroes in Little Rock to whom I spoke, including the nine youngsters, were dazzled and powerfully reinforced by this outpouring of interest in them. Most of the whites to whom I spoke seemed embarrassed by it all; the ill repute Faubus had earned for the city made them wince. The white supremacy extremists, usually described as impermeable to any outside (much less foreign) influence, were in fact moved to angry rebuttals: "Who cares what the Russians say?" or "What about the Indian caste system?" There is a

great deal to be said about this, but the minimum fact is that hardly a person in Little Rock could have failed to learn in those weeks that the whole wide world, including its most outlandish parts where missionaries go, was profoundly concerned with these affairs.

I went to Little Rock to find out what I could in a brief visit about how people reacted to being the objects of so much concentrated attention, and what I found will be part of the beginning of my story. But the subject is much larger than this. The impact of world affairs means a good deal more than world press coverage of an American racial episode. It means everything that has been happening in the world and how it has affected everything that has happened to us. Almost every facet of American society has been reshaped or redirected by the impact of world affairs in our present generation and I am simply calling attention to the fact that this includes our race relations too. In World War I, much began and more was foreshadowed; World War II opened an era of a thousand breakthroughs for the Negro in American life. He was newly affected in a great host of ways, but most of all by the fact that his fate suddenly became part of history in the large, for in the second war's aftermath, the United States found itself competing for power and leadership in a world in which the Western white man no longer walks as master. The world has assumed this shape only during the last twenty years. In these same twenty years, the pace of change in the status of the Negro in American life has quickened, at times almost to a run. I am suggesting that this is no coincidence and the purpose of my inquiry is to search out and describe some of the connections.

To this end I have now been through the first round of exploratory conversations with some sixty individuals, located mostly in New York, Washington, Nashville, Tuskegee, and Little Rock, and by sorts and shades in almost all parts of the race relations spectrum. These talks have produced or sharpened certain initial impressions which I am glad to set up here as targets for comment or reflection; namely, that the impact of world affairs in relation to the American race problem

(1) has been most direct and consequential on the top government leadership in Washington, felt in all branches, but especially in the Executive branch;

(2) adds to the burdens, dilemmas, and embarrassments of so-called "moderate" whites on this issue but does not at this time, of and by itself, have any decisive effect on their behavior;

(3) reaches Southern segregationists with sufficient effect to elicit angry challenges from racist spokesmen, with effects on the larger segregationist mass which are still unexplored;

(4) is felt most profoundly by many Negroes in almost every social, economic, and educational bracket, creating new feelings, new self-images, and

spurring many among them to new postures in their fight for their civil and human rights.

Each of these subjects opens wide veins of new inquiry. In Washington alone, for example, the richest kind of ore awaits the right kind of prospector. Here at the center of national power the new importance of the race issue as a factor both in world and domestic politics has become almost self-evident. It comes up repeatedly and in many different forms in almost every department of government, and it commands the worried attention and ambivalent emotions of policy-makers and politicians and officeholders of almost every degree. This has been going on at its new rate since the onset of World War II. The same events that set in train the making over of Asia and Africa started the speedup in the change of the status of the American Negro. The manpower demands of that time led to the initial assault on employment and service barriers, and thence to a whole series of massive migrations and uprootings, bringing on correspondingly large changes in our national population, economic, educational, social, and political patterns. The national leadership in Washington (of both government and the major political parties) has been forced to take account of these changes in relation of white and non-white, both abroad and at home, and much has happened as a result. The sorting out of specific weights and arrangements of foreign and domestic causes and effects will not be easy but it will need doing if we ask such questions as:

—Why and how was desegregation of all public facilities finally brought about in the city of Washington itself, still a Jim Crow town as late as 1948?

—Why and how did President Eisenhower carry forward the desegregation of the armed forces about which General Eisenhower so publicly expressed his strong doubts before a Senate committee also as recently as 1948?

—What assortment of weights and pressures governed the Justice Department's role in the long series of civil rights cases which the NAACP fought up through the courts during these same years? And how—a much more difficult question—did these pressures figure in the minds of the judges and justices before whom these cases came?

—What is the nature of the experience of members of Congress who sit, for example, on the foreign affairs committees of House or Senate, and must weigh into their deliberations and decisions the race-conscious reactions of much-needed friends in, say, New Delhi or Accra, and the race-conscious reactions of their constituents in, say, South Carolina, or Arkansas?

—How does the image of these influential legislators—with their hands on the purse strings and their minds or their jobs subject to racist pressures—affect the policy-makers and policy-operators who have to react to the problems created abroad for them by American racism?

The phenomenon of "moderation" as that term is now used in the American race picture suggests a great many lines of possible inquiry. I have space

here to note only one. After the government, the channel which probably carries the heaviest budget of foreign communication on the race problem is that which flows through the churches, especially those with large mission enterprises located precisely in those parts of the world where sensitivity on the race issue is greatest. Almost every large church group has had to react in some way to this problem in recent years. It would be valuable to know just why this long-postponed matter has only now become unpostponable, and how this is affecting both shepherds and flocks. Consider a few questions:

—What has been the experience in this regard of the large denominational groups with a combined North-South constituency and large mission activities?

—What has been the experience of a peculiarly Southern body, like the Southern Baptist Convention, which has 1,200 missionaries in the field?

—How do the changing situations abroad affect these missionaries, what do they write home about on these matters, and what effect do their communications have on their church bodies and on their supporting congregations?

—What do missionaries do when a Little Rock erupts? How do they explain it to their local people and, when they come back on leave, how do they talk about it to the folks at home? And how do the folks at home react to these conflicts of emotion and interest?

These are provocative questions, and it would be good to have many people asking them in many different places. I can offer only a few random scribbles from my notebook. During the height of the Little Rock crisis last fall, the Foreign Missions Board of the Southern Baptist Convention, meeting in Richmond, Virginia, heard and took note of a worried communication from the 200 Southern Baptist missionaries in Nigeria. At the Louisiana Southern Baptist Convention meeting, where it had been intended to ignore the whole thing, great embarrassment was caused when a "law-and-order" resolution was introduced by two elderly retired missionaries who had served in Africa. In Little Rock itself, the leading Baptist minister was swamped by letters from missionaries in the field, and his mail for weeks included newspapers from West Africa, the Philippines, and even from Argentina, with their great headlines and their embarrassing photographs. He told me that one of his church's best-known missionaries had been home during the fall from Nigeria and that she had said that her hardest job was going to be to explain it all to her Nigerians when she got back. "How," I asked, "did the congregation take that statement?" He jerked his head up in surprise, and aghast he said: "Oh, she didn't say that from the pulpit!" I asked why not. "Why she knows," he explained, "she's Southern, and she knows how people feel. She only said that to us, privately."

The profoundly transforming effect of world events on American

Negroes in the last two decades is a major theme which stands quite by itself and must command an enormous amount of examination and self-examination by students and chroniclers of our society. For it is plain that in some form and some degree, the influence of world affairs has come to bear on Negroes at every level of life, North and South. It expresses itself in a great host of changed circumstances, changed attitudes and states of mind, in varying kinds of awareness in Negroes of the links between what has been happening to them and what has been happening elsewhere in the world, the links between the retreat of white domination in Asia and Africa and the retreat of Jim Crow in America. These notions, ideas, and attitudes appear in many different people in many different combinations, shallowly or in depth and in all sorts of contexts. It is hardly possible to brush against any aspect of contemporary Negro experience without coming upon them. Here too a great many questions beckon and I do not propose to pass them by.

February 15, 1960

Miss Florence Irving
1003 Duke Street
Greensboro, North Carolina

Dear Florence:

Thank you for the clippings you have been sending, they have been most helpful. There is nothing started here yet, although there have been rumors.

My sister sent me the clippings from Winston-Salem which were most interesting also.

Enclosed is a pamphlet done by a group of people in Atlanta. I thought you might be interested in it and the news release which I did for them. It got some newspaper coverage here and I understand quite a bit of radio coverage.

Again thanks and very best wishes.

Sincerely,

John Constable
Director of Information

JC:lec
Enclosures

1003 Duke Street
Greensboro, N. C.
February 7, 1960

Dear John,

I know that your sister usually sends you most of the clippings on North Carolina happenings, so it is for that reason that I seldom send. However, I thought you might like to have the enclosed since they are from the local paper. None of the arrests has been of an A. and T. student.

You may be aware of the fact that the State Board of elections announced last fall that it has recently obtained complete county-by-county figures on voter registration in the state. I think figures for a few counties were lacking when much of the information became available a bit earlier in the year. If you don't have all of these data I know you will wish to send for them.

Hope that you will come to Raleigh or Greensboro for a visit whenever you are in the state. Please give my regards to all the office staff and to Bill.

Sincerely,

Florence

Florence Irving

Foreign V. Fels

PA

Should you be listed instead of me?

H.

INTERNATIONAL COOPERATION ADMINISTRATION

Washington 25, D. C.

June 21, 1960

Mr. Harold C. Fleming
Executive Director
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta, Georgia

Dear Mr. Fleming:

Attached is our latest list of contacts in 117 communities which occasionally or frequently are visited by participants and grantees. Please notify me of any changes, additions or deletions. Additional copies are available on request.

Again on behalf of both the International Cooperation Administration and the other participating U. S. Government Agencies may I say thank you for your immeasurable contribution to the success of the entire program, but even more important to the success of each individual's visit to the United States.

Sincerely yours,

Alden R. Crocker

(Mrs.) Alden R. Crocker, Chairman
Inter-Agency Committee on Community Participation
and
Chief, Evaluation and Orientation Division
Office of Participant Training

Attachment

INTERNATIONAL COOPERATION ADMINISTRATION
OFFICE OF PARTICIPANT TRAINING

PROJECT MANAGER'S GUIDE

SUPPLEMENTARY INSTRUCTION

SERIES C
No. 287

TO : All Members of the DD/O Technical Staffs and Participating Agency Personnel Concerned with Training Foreign Nationals

SUBJECT : Hospitality and Community Participation for Foreign Nationals

1. Reference is made to Project Manager's Guide Supplementary Instruction No. 238. PMG No. 238 listed the known contacts in 116 U. S. communities either frequently or occasionally visited by participants and grantees.

2. This instruction contains a revised up-to-date list of contacts which encompasses all contacts listed previously. (Total of 117 communities now listed.) It also includes a supplement which lists contacts furnished by the Committee on Friendly Relations Among Foreign Students. It is requested that all previous lists be destroyed.

3. Several points contained in the previous issuances are repeated below.

a. The over-all success of a participant's experience in the United States, to a large extent, depends upon his informal contact with American families and the opportunity to participate, as far as possible in the community life.

b. When contacting volunteer groups and/or individuals who are cooperating with us, it is of utmost importance to remember that they should be given every possible consideration, including <u>that of first requesting their assistance and then giving them sufficient advance notice, two weeks if at all possible, to allow for proper planning</u>. In addition copies of bio-data should be sent and when possible copies of itineraries.

c. Foreign visitors' activities in any given community can be really effective only if the community assumes responsibility. Coordination at the community level is highly desirable. Efforts are being continued to establish a central point of contact in the cities frequently visited by foreign nationals to enable the communities to "pool their resources" and, at the same time, to

enable the government agencies to have one point of contact in each community. In this connection New Orleans, Louisiana has recently pooled its resources and organized the Hospitality Council for International Visitors with Mrs. Charles Keller, Jr. as Chairman of the Hospitality Committee. Twenty-seven other cities listed on the attached revised list have previously established central points of contract. Where there is an established central contact point, in most cases the names of other contacts have been deleted.

d. Coordination of U. S. Government Agencies sponsoring the foreign visitor program is being attempted through the medium of an Inter-Agency Committee. IES, ICA, USIA, Army, and other participating government agencies are members of the committee.

e. Because of many recent complaints from some Central Hospitality Groups who in practice find they are not organized to handle unannounced arrivals, it is requested that, in the future, lists of Central Hospitality Committees not be given to any participants. It is the responsibility of the Project Managers or Programming Officers to communicate with all hospitality contacts concerning the participants' visits to the respective cities.

4. Suggestions relative to ways and means of assuring opportunities for hospitality and informal community participation to the foreign visitors will be most welcome, as will additional names of individuals or organizations and communities which should be added to the list. Also, it would be appreciated if you will suggest communities which are frequently used but in which there are presently no known contacts. Efforts can then be made to develop such contacts.

5. Please keep us advised concerning changes in names and addresses of the listed contacts to facilitate keeping our list up to date. The attached memorandum form is provided for this purpose. These ideas, additions, and/or changes to the list, as well as any questions should be directed to -

(Mrs.) Alden R. Crocker, Chairman
Inter-Agency Committee on Community Participation

Chief, Evaluation and Orientation Division
Office of Participant Training

Attachments
1. Memorandum
2. Contact List
3. Supplement

O/PT
4/8/60

Attachment 1

TO : Mrs. Alden R. Crocker
International Cooperation Administration
815 Connecticut Avenue, N. W.
Washington 25, D. C.

FROM :

SUBJECT : Hospitality and Community Participation for Foreign Visitors

I. The following communities and contacts should be added to the established list:

Name of City	Names and Addresses of Contacts within the Community

II. The following changes should be noted on the established list.

III. Communities which are frequently used but in which there are presently no known contacts.

IV. Suggestions relative to additional ways and means of providing opportunities for hospitality and informal community participation to the foreign visitors.

(Use back of this page for additional information.)

Attachment 2

COMMUNITY AND HOME HOSPITALITY CONTACTS
(*) Asterisk denotes Central Coordinator

ALBANY, New York

(*) Mrs. John Hall Blackburn
International Center
26 Willett Street

In addition to hospitality, programming, and escort services, this Center provides residence for guests at a cost of $3. to $4. a day including breakfast. Also other meals are available at the Center.

ALBUQUERQUE, New Mexico

Dr. Sherman E. Smith, Director
Student Affairs
University of New Mexico

ANN ARBOR, Michigan

(*) Mr. James M. Davis, Director
International Center
University of Michigan
Telephone: NOrmandy 3-1511
Ext. 3358

ASHLAND, Kentucky

Mr. Rexford S. Blazer
Ashland Oil and Refining Company

ATLANTA, Georgia

Mr. Frank Shaw
Engineer-Manager, Industrial Bureau
Atlanta Chamber of Commerce
Telephone: WA-0845

Dean B. R. Brazeal
Morehouse College
Telephone: WA-1173

Mr. Edwin E. Pritchett
International Relations Committee
Atlanta Junior Chamber of Commerce
City Hall

Mr. Harold C. Fleming
Executive Director
Southern Regional Council
63 Auburn Avenue, N. E.

Mr. R. A. Thompson
Industrial Relations Secretary
Atlanta Urban League
239 Auburn Avenue, N. E.

ATLANTA, Georgia (Continued)		Mrs. Sally Church Richardson Representative Committee on Friendly Relations 152 Ridgeland Way, N. E.
		Mr. Johnny Glustrom, President American Veterans Committee 1860 Welborne Avenue, N. E.
		Mrs. George T. Douglas 2545 Patomac Drive, N. E.
AUSTIN, Texas	(*)	Dr. Joe W. Neal, Director International Office The University of Texas Austin 12, Texas
BALTIMORE, Maryland	(*)	Miss Helen Garvin, Executive Director International Center 16 South Patterson Park Avenue Baltimore 31, Maryland
BEAUMONT, Texas		Mr. Harold D. Carpenter Rotary Club of Beaumont Office Address Carpenter Production Company Sour Lake, Texas Telephone: 4-3511 Home Address 710-21st Street Beaumont, Texas Telephone: Terminal 5-0246
BOISE, Idaho		Mr. Robert W. Wilcox, President Boise Valley World Affairs Association, Inc. P. O. Box 84
BOSTON, Massachusetts		Mr. John F. Reichard, Executive Director International Student Association of Greater Boston, Inc. International Student Center 33 Garden Street Cambridge 38, Massachusetts Telephone: UNiversity 4-1600

BOSTON, Massachuetts (Continued)

Mrs. George C. Shattuck
Executive Vice President
and
Mrs. Robert C. Hall, Executive Secretary
Pan American Society of New England Inc.
(Latin Americans)
75 Newberry Street
Telephone: COmmonwealth 6-2248

Miss Caren B. Bohan
American Overseas Association
61 Forbes Street
Jamaica Plain, Massachusetts

Chinese Student Center of China Institute
31 Gray Street
Cambridge, Massachusetts
Telephone: UNiversity 4-3246

Mr. Nicholas Nyary
Executive Director
World Affairs Council
10 Arlington Street

Miss Mildred E. Bixby, Director
Foreign Visitors Program
(World Affairs Council)
89 State Street, Suite 62

BOULDER, Colorado

Mr. Howard Higman, Director
Conference on World Affairs
c/o University of Colorado

(Send a carbon copy of all correspondence to Miss Elizabeth Blanc, Institute of International Education, 1605 Penn. St. Denver 3, Colorado)

BOZEMAN, Montana

(*) Dr. Harvey F. Baty, Director
International Cooperation Center
Montana State College

BROWNFIELD, Texas

Mr. Ralph L. O'Dell, Chairman
International Service
Rotary District #573
620 E Tate Street

BUFFALO, New York

(*) Buffalo World Hospitality Association
Room 12, International Institute
1260 Delaware Avenue
Buffalo 9, New York
Telephone: Elmwood 6900

Note: The schedule of the Placement Personnel for the year is listed below. Since the office is only manned from 1 p.m. to 4 p.m. each day and the remainder of the time the phone is on answering service, the list should expedite messages. However when the personnel are contacted directly the Buffalo World Hospitality Association requests confirmation by mail to their office to enable them to maintain a complete and permanent record of any communication.

April and May

Mrs. Wilson B. Gragg
59 W. Girard Avenue
Kenmore 17, New York
Telephone: Victoria 2074

June, July and August

Mrs. Robert M. Kohn
255 Wardman Road
Kenmore 23, New York
Telephone: Delaware 3859

September, October and November

Mrs. Raymond Lewis
63 Lisbon Avenue
Buffalo 14, New York
Telephone: University 5278

International Fellowship Inc.
Mrs. Allen E. Brown, Director
1022 Prudential Building
Buffalo 2, New York

CEDAR RAPIDS, Iowa

Mr. Richard C. Spencer, Chairman
Cedar Rapids Council on World Questions
c/o Coe College

CEDAR RAPIDS, Iowa (Continued)

Mr . Robert H. Caldwell
Executive Vice President
Chamber of Commerce
Telephone: Empire 4-5135

CHICAGO, Illinois

(*) Mrs. Helen Nelson Englund, President
Hospitality Center of Greater Chicago
for Foreign Students and Visitors
2608 Lakeview Avenue
Chicago 14, Illinois
Telephone: Wellington 5-0522

Address Correspondence to:

Mrs. Lynn A. Williams
Executive Director
Hospitality Center of Greater Chicago
116 South Michigan Avenue
Chicago 3, Illinois
Telephone: DE 2-5875

Miss Dorothy Powell
YWCA Student Department
1001 N Dearborn Street
Chicago 10, Illinois

Mrs. Howard R. Peterson, President
Pan American Board of Education
5834 Stony Island Avenue
Telephone: PIaza 2-4974

(Mrs. Peterson is presently out of the country. She will be back in the fall.)

Mr. Carter L. Davidson, Director
Chicago Council on Foreign Relations
116 South Michigan Avenue

Mrs. Frayne Utley, Director
Institute of International Education
116 South Michigan Avenue

Note: The IIE in Chicago has a contract with the Department of State to provide certain services for IES grantees. Although the IIE has rendered invaluable services in the past, its staff is so limited at the present time, it is doubtful that it can assist ICA to any large extent unless some special arrangements can be made.

CHICAGO, Illinois (Continued)

Mr. Gilbert J. Hunter
Home Address: 5604 S. Dorchester Street
Telephone: Midway 3-7312
Business Address: Dept of City Planning
501 Central Office Bldg.
320 N. Clark Street
Telephone: DElaware 7-5252
Ext. 648

Mr. Jack R. Kerridge
Director for Activities
International House
1414 E. 59th Street
Telephone: FAirfax 4-8200

International Fellowship Inc.
1315 East 53rd Street
Chicago 15, Illinois
Miss Elizabeth Berry, Director

CINCINNATI, Ohio

(*) Mr. William C. Messner, Jr.
Executive Director
Cincinnati Council on World Affairs
233 East Fourth Street
Telephone: CHerry 1-2149

CLEVELAND, Ohio

(*) Mrs. Katherine Bang
Cleveland Council on World Affairs
919 Society National Bank Building
Cleveland 14, Ohio
Telephone: SUperior 1-3730

COVINGTON, Kentucky

Mr. E. R. Mitchell
Union Light, Heat and Power Co.

DALLAS, Texas

(*) Mrs. Clyde Emery
Dallas Council on World Affairs
2419 Maple Avenue
Telephone: RI 8-4041

DAYTON, Ohio

(*) Chairman of the International Service
Committee of the Rotary Club of Dayton

The Rotary Club of Dayton
Room 404
Biltmore Hotel

DAYTON, Ohio (Continued)		Mrs. W. J. Zimmerman Vice President International Visitors Committee Dayton Council on World Affairs 210 West First Street Telephone: Baldwin 4-2072
DECATUR, Georgia		Mrs. E. S. Dunstan Agnes Scott College
DENVER, Colorado (and Statewide)	(*)	Dr. Ben Cherrington, Director Rocky Mountain Regional Office Institute of International Education 1605 Pennsylvania Street
DES MOINES, Iowa		Mrs. Robert Mannheimer, Chairman Iowa Committee for UN Day 427 51st Street
DETROIT, Michigan	(*)	Miss Florence Cassidy, Executive Secretary Committee on Foreign Students and Foreign Visitors United Community Services of Metropolitan District 51 West Warren Avenue Telephone: TEmple 1-1600
EL PASO, Texas		Mrs. Fred Hervey, Chairman Foreign Relations Committee of the Womens Auxiliary of the El Paso Chamber of Commerce 4025 North Stanton Street
EMPORIA, Kansas		Mr. Victor Haflich, Chairman Kansas Council on World Affairs
FLINT, Michigan		Mrs. Ronald O. Warner, Chairman Committee to Welcome International Visitors c/o International Institute 514 Liberty Street Telephone: Cedar 4-8629
GAINESVILLE, Flori		Mr. Tom Dobson, President Gainesville Council for International Friendship 16 W. University Avenue
GOLDEN, Colorado	(*)	(Colorado School of Mines) Mrs. Parke Yingst 2311 East Street

GREENVILLE, South Carolina

Mrs. James A. Wiggins, Chairman
South Carolina Federation of Womens Clubs
International Hostess Division
238 Cureton Street

HARTFORD, Connecticut
and
(State-wide Connecticut)

(*) Mrs. Chase Going Woodhouse, Director
Service Bureau for Women's Organizations
11th Floor
956 Main Street
Telephone: JAckson 2-5151, Ext. 501

HENDERSON, Kentucky

Mr. R. D. Wallace
Spencer Chemical Company

HOUSTON, Texas

Houston Community Committee
Alice Reynolds Pratt, Regional Director
Institute of International Education
731 Texas National Bank Building
1300 Main Street
Telephone: CA 8-7497

Mr. Edward J. Fay, Manager
World Trade Development
Chamber of Commerce
Tennessee Building
P.O. Box 2371
Houston 1, Texas

A. F. Prieto, Assistant Manager
World Trade Development
Chamber of Commerce
Tennessee Building
Telephone: CA 7-5111

Mr. Vaughn M. Bryant
Director of International Relations
Port of Houston
P.O. Box 2562
1519 Capitol
Telephone: CA 5-0671

Mrs. Hart Brown, President
Pan American Round Table
2505 Yorktown Drive
Houston 27, Texas
Telephone: MO 4-9062

JACKSONVILLE, Florida

Mr. W. G. Lockwood
International Committee
Rotary Club of South Jacksonville

Vice President
Gibbs Corporation
Foot of Hendricks Avenue
P.O. Box 4190
Jacksonville 1, Florida
Telephone: FLanders 9-0271

JACKSONVILLE, Illinois

Mrs. Sherwood Eddy, Chairman
Jacksonville World Affairs Committee
108 Finley Avenue

JAMAICA, New York

Mr. Leo Maurer
(Chairman, International Service Committee of the Rotary Club of Jamaica, New York)

c/o Maurer Tours, Inc.
159-16 Hillside Avenue
Jamaica 32, Queens, New York
Telephone: OLympia 7-6200

KANSAS CITY, Missouri

(*) Mr. William H. Gremley
Executive Secretary
Commission on Human Relations
25th Floor, City Hall
Telephone: BAltimore 1400, Ext. 437

Mr. Don Roesler
Assistant General Secretary
Y.M.C.A.
404 E. 10th Street

Mrs. John Monaghan
8001 W. 61st Street
Merriam, Kansas

Miss Helen Cronemeyer, Secretary
Greater Kansas City Committee for International Students
Y.W.C.A. - 1020 McGee

KNOXVILLE, Tennessee

Mr. Floyd W. Watson, Sec. Mgr.
Knoxville Tourist Bureau
811 Henley Street
Telephone: 3-2316

KNOXVILLE, Tennessee (Continued)

Mr. Robert F. Shaw
Conventions and Visitors Bureau
Knoxville Chamber of Commerce
Andrew Johnson Hotel
Telephone: 3-5166

LEXINGTON, Kentucky

Mr. Edward Wilder, Manager
Lexington Chamber of Commerce

LEXINGTON, Massachusetts

Mr. Gail Smith
(Chairman, International Services
Committee of the Lexington Rotary Club)
170 Wood Street

LINCOLN, Nebraska

Dr. Frank Sorenson, Advisor
Nebraska University Council on World Affairs
University of Nebraska

LOS ANGELES, California

Mr. Walter P. Coombs, Executive Director
Los Angeles World Affairs Council
450 General Petroleum Building
612 South Flower Street
Los Angeles 17, California
Telephone: MAdison 9-3194

Mr. Don Hayward
Assistant General Secretary, YMCA
715 S. Hope Street
Los Angeles 17, California
Telephone: MA 7-4751

LOUISVILLE, Kentucky

(*) Dr. George Brodschi
Executive Director
International Center
University of Louisville
Telephone: ME 7-2531, Ext. 287

Mr. Damon W. Harrison
Director of Research Division
Louisville Chamber of Commerce
Commerce Building
300 W Liberty

Mr. Harper Gatton
Executive Vice President
Kentucky Chamber of Commerce
317 Finecastle Building
(State-Wide)

MADISON, Wisconsin

Madison Friends of International Students
Mrs. R. Ralph Benedict
2933 Colgate Road
Madison 5, Wisconsin

Mr. Robert W. Hattery
404 South Hall
University of Wisconsin (State-Wide)

MEMPHIS, Tennessee

Miss Annie Beth Gary, Executive Secretary
International Group of Memphis Inc.
1776 Peabody Avenue
Memphis 4, Tennessee

MEXICO, Missouri

Mr. I. M. de Uriarte
Rotary Representative
600 Yale Street
Telephone: 2608J

MIAMI, Florida

(*) Mr. Russell Lindquist, Vice President
The Community Council for International Student Hospitality
Southwest Y.M.C.A.
4040 Red Road
Miami 55, Florida
Telephone: Mohawk 5-3513

Mr. Walter Walters
Department of State Reception Center
Room 324, Pan American Bank Building
150 Southeast 3rd Avenue
Telephone: MIami 3-8726

Note: Port-of-entry reception for both ICA participants and IES grantees; community services and programming for IES grantees.

MIDDLESBORO, Kentucky

Mr. Maurice K. Henry
Middlesboro Daily News

MILWAUKEE, Wisconsin

Mr. David Beckwith, Chairman
World Affairs Council of Milwaukee
735 North Water Street

Mr. Albert M. Davis, Executive Director
International Institute of Milwaukee
2824 West Highland Boulevard
Milwaukee 8, Wisconsin
Telephone: West 8-0521
and
Miss Joan M. Hickey
Community Services Coordinator
International Institute of Milwaukee

MINNEAPOLIS - ST. PAUL

(*) Mrs. Wright Brooks, President
and
Mrs. Kenneth Thompson, Executive Secretary
International Center for Students and Visitors
World Affairs Center
University of Minnesota
Minneapolis 14, Minnesota

MISSOULA, Montana

Mrs. Theodore Jacobs
Advisory Committee
Institute of International Education
340 E. Beckwith Avenue

NEENAH, Wisconsin

Mr. Charles H. Velte
Rotary Club of Neenah
112 W. Wisconsin Avenue

NEW ORLEANS, Louisiana

(*) Mrs. Charles Keller, Jr., Chairman
Hospitality Committee
Hospitality Council for International Visitors
c/o Foreign Policy Association of New Orleans
International Building
611 Gravier Street
Telephone: TU 2168

Mr. James M. E. O'Grady
Department of State Reception Center
Masonic Temple Building
333 St. Charles Street
Telephone: Express 2189

Note: Port-of-entry reception for both ICA participants and IES grantees; community services and programming for IES grantees.

NEW YORK, New York

(*) Mrs. Ruth Haines Purkaple, Director
Midtown International Center
152 West 56th Street
Telephone: CIrcle 5-4131

Mrs. Grace M. Belt, Director
State Department Reception Center
250 W 57th Street
New York 19, New York
Telephone: JUdson 6-2000, Ext. 58

Note: Port-of-entry reception for both ICA participants and IES grantees; community services and programming for IES grantees.

NORFOLK, Virginia

(*) Miss Margaret E. White, Chairman
Hospitality Committee for International Guests
627 Shirley Avenue
Telephone: Norfolk 2-7643

OKLAHOMA CITY, Oklahoma

Mr. Thomas Thach, Chairman
Committee on International Visitors
2915 First National Bank Building

Mr. James L. Warning, Executive Secretary
The Oklahoma City International Hospitality Committee Sponsored by the Central Branch Y.M.C.A.
125 N. W. Fifth Street
Telephone: CEntral 2-6101

PENSACOLA, Florida

Jean Tidwell, President
Pensacola Pan-American Council
Post Office Box 1213
Telephone: Office - Woodland 8-5211 Ext. 359
Home - Woodland 8-7924

(This group is especially interested in foreign visitors from Latin America and Spain.)

PEORIA, Illinois

Dr. Lawrence Lew
Bradley University

PHILADELPHIA, Pennsylvania

(*) Mrs. Marjorie Schauffler, Executive Director
and
Miss Elizabeth Laws, Executive Secretary
Council for International Visitors
Trade and Convention Center
34th and Convention Avenue
Philadelphia 4, Pennsylvania
Telephone: EVergreen 6-9800

PITTSBURGH, Pennsylvania

Contact Pending

PHOENIX, Arizona

(*) Mr. J. Lester Shaffer
Room 616 Luhrs Building
Send carbon copy of correspondence to:
Mr. Raymond O. Mitchell
Room 850 Security Building

PLYMOUTH, Wisconsin	Mr. Elden M. Amundson Superintendent of Schools
PORTLAND, Oregon	Mrs. Hilmar Grondahl Hospitality Chairman World Affairs Council of Oregon Inc. 831 S. W. 6th Avenue Portland 4, Oregon Telephone: Capitol 36161 Ext. 41
PUEBLO, Colorado	Mrs. Palmer Challela Pueblo League of Women Voters 625 W 19th Street
RACINE, Wisconsin	Mr. Roger W. Axford, Assistant Director Racine Extension Center The University of Wisconsin 620 Lake Avenue
RED BANK, New Jersey	Mr. Warren Fowler The Rotary Club of Red Bank c/o Molly Pitcher Hotel
ROCHESTER, New York	Mrs. Leland W. Wight, Chairman International Hospitality Committee Sponsored by the Rochester Association for the U.N. Forest Hills Road
ROCKFORD, Illinois	Mrs. James Berry World Affairs Committee 527 Seminary
SALT LAKE CITY, Utah	Mr. Joseph Jerry Jeremy District Manager U. S. Department of Commerce 501 Dooley Building
	Mr. L. J. Kirkpatrick University of Utah
	Mr. C. Laird Snelgrove, President Snelgrove Ice Cream Company 850 East 21st Street
	Dr. Franklin S. Harris 1370 East South Temple

SALT LAKE CITY, Utah (Continued)

Mr. David R. Trevithick
Postmaster

SAN FRANCISCO, California

(*) Mrs. Allyn G. Smith, Executive Secretary
International Hospitality Center of the Bay Area
291 Geary Street
Telephone: YU 6-1388

Mrs. Frances Diehl, Director
Department of State Reception Center
108 Federal Office Building
Telephone: KLondike 2-2350

Note: Port-of-entry reception for both ICA participants and IES grantees; community services and programming for IES grantees.

SANTA FE, New Mexico

Mrs. Theodore Asplund, President
League of Women Voters
Route No. 1

Mrs. Opal Endicott
Business and Professional Womens Club
125 Center Place

SEATTLE, Washington

(*) Mr. Paul McMullen, Executive Director
World Affairs Council of Seattle
3144 Arcade Building
Telephone: Main 3-6555

Mr. Robert Pearson, Head
State Department Reception Center
5147 Arcade Building
1319 Second Avenue
Seattle 1, Washington
Telephone: Mutual 2 3300, Ext. 1171

Note: Port-of-entry reception for both ICA participants and IES grantees; community services and programming for IES grantees .

SHREVEPORT, Louisiana		Mr. E. S. Wagner, Vice President First National Bank of Shreveport Cedar Grove Branch 70th Street at Henderson Telephone: 7-4431 Home Address: 2734 Catherine Telephone: ME 1-4788
SIOUX CITY, Iowa		Mr. John Schmidt, Director World Affairs Committee Sioux City Adult Education Council 210 Thirteenth Street
SPOKANE, Washington		Mr. Albert H. Woertendyke Rotary Representative North 1901 Division Street Telephone: EMpire 5581
ST. CHARLES, Missouri		Dr. F. L. McCluer, Chairman Missouri Committee on World Affairs Lindenwood College
ST. JOSEPH, Missouri		Mrs. Clarence A. Speer, Chairman Mayor's Committee for UN Day 2923 Renick Street
ST. LOUIS, Missouri	(*)	Miss Margaret A. Herrmann, Executive Director World Affairs Council of Greater St. Louis Suite 307, 418 Olive Street St. Louis 2, Missouri Telephone: CHestnut 1-4840
STILLWATER, Oklahoma		Mr. Kenneth Ricker Secretary to the President Advisor to International Relations Council Oklahoma State University Mrs. Alfred Levin, Chairman Oklahoma Hospitality Committee 84 College Circle
TOLEDO, Ohio		Mrs. J. J. Pauline, Chairman and Mrs. William Brower, Corresponding Secretary Toledo Chapter of Pan Pacific Southeast Asia Women's Associations of the U.S.A. 1044 Lincoln Avenue Toledo 7, Ohio

TOPEKA, Kansas		Mr. Kelsey H. Petro (Director, Topeka Rotary Club in Charge of the Rotary International Service Committee) c/o Petro's Surgical Appliances 618 Quincy Street Telephone: 4-0207
TRAVERSE CITY, Michigan		Mrs. John C. Norton International Hospitality Committee Traverse City Association for the U.N. 415 Fifth Street
TRENTON, New Jersey		Mr. Meredith E. Johnson (Chairman, International Services Committee of the Rotary Club of Trenton) Office Address: State Geologist 520 East State Street Trenton 25, New Jersey Telephone: EXport 2-2131, Ext. 8271 Home Address 113 Cadwallader Drive Telephone: EXport 2-6624
TULSA, Oklahoma		Dr. Emile B. Ader, Director Institute on World Affairs University of Tulsa
TUCSON, Arizona		Mr. Howard R. Baker Assistant Director of Agricultural Extension College of Agriculture University of Arizona
UTICA, New York		Mr. Gelston McNeil, Administrative Secretary Overseas Friendship Center 11 Devereux Street Utica 2, New York Telephone: RE 31016
WILLIAMSBURG, Virginia	(*)	Mr. Thomas B. Schlesinger Assistant Director of Project Planning Colonial Williamsburg Telephone: CApital 9-1000, Ext. 41[illegible]
WORTHINGTON, Minnesota		Mrs. Tedo Cashel Community Leader for Visitors

YOUNGSTOWN, Ohio

Mrs. Harry Burdman
250 Outlook Avenue
Youngstown 4, Ohio
Telephone: RI 3-3968

COMMITTEE ON FRIENDLY RELATIONS AMONG FOREIGN STUDENTS
291 Broadway, New York 7, New York

The Committee on Friendly Relations Among Foreign Students has contacts in many communities throughout the United States which cooperate with it in their student program. The Committee has kindly sent us their list of contacts which they are willing for us to call upon if we have participants visit communities in which we do not already have contacts.

ALABAMA, Tuscaloosa	Mrs. O. D. Thomas Box 2523, University of Alabama
Birmingham	Mrs. J. I. Blount 2768 Hanover Circle
CALIFORNIA, Berkeley	Mrs. Estelle Carlson International House University of California
Fresno	Mr. Carroll Moon 5586 Winchester
FLORIDA, Orlando	Mrs. Kenneth Barker 231 East Colonial Drive
GEORGIA, Athens	Miss Dolores Artau University of Gerogia
IDAHO, Caldwell	Rev. Alvin Denman College of Idaho
Moscow	Prof. Thomas Hopkins University of Idaho
ILLINOIS, Champaign	Mr. John W. Price 1001 South Wright Street
INDIANA, Indianapolis	Miss Rita Clark 2831 North Delaware
IOWA, Ames	Mr. Harold Reinhart Y.M.C.A., Iowa State College
Iowa City	Mr. Wallace Maner, Director International Center State University of Iowa 219 N. Clinton Telephone: 80511. Ext. 2191 or 2043 (Contact for Iowa City and surrounding rural communities.)

KENTUCKY, Berea	Dr. Fu-Liang Chang Berea College
LOUISIANA, Baton Rouge	Mr. Fred Fost Y.M.C.A., Louisiana State University
MAINE, Orono	Dr. and Mrs. Frank Foster 224 Furnold
Brunswick	Prof. Philip Wilder Bowdoin College
MASSACHUSETTS, Concord	Mr. Samuel G. Kent 9 Walden Street
MISSOURI, Kirkwood	Mrs. William Farr 329 Way Avenue
NEBRASKA, Pierce	Rev. Amer Whitwer
NEW HAMPSHIRE, Durham	Mr. Conrad Quimby, Executive Director Council on World Affairs Commons Building
NORTH CAROLINA, Chapel Hill	Miss Anne Queen Y.W.C.A., University of North Carolina
PENNSYLVANIA, Harrisburgh	Miss Eleanor Peterson 2403 North Front Street
TENNESSEE, Memphis	Mrs. M. O. Bennett Y.W.C.A., 1951 Lyndale Avenue
Nashville	Mrs. C. O. Schrag 1017 - 16th Avenue, North
TEXAS, Fort Worth	Mrs. Harold Lunger 3104 Bellaire Dr. W.
VERMONT, Burlington	Mr. George T. Little World Affairs Center The University of Vermont Telephone: UN 4-4511, Ext. 310 or 202 Residence - TR 8-3032
VIRGINIA, Hampton	Dr. Alonzo Moron Hampton Institute

October 3, 1960

Industrial Union Department
AFL-CIO Building
815 Sixteenth Street, N. W.
Washington 6, D. C.

Dear Sir:

Please discontinue mail to Emory Via as he is no longer with the Council. Also would you please change the address of NEW SOUTH as listed on the enclosed card.

Thank you for your attention to this matter.

Sincerely,

(Miss) Luel E. Cummings
Secretary to Director of Information

/lec

PA - Do we ever call on the other Atlanta contacts listed? Maybe we could lean on more of them for help.
HCF

INTERNATIONAL COOPERATION ADMINISTRATION

Washington 25, D. C.

December 7, 1960

Mr. Harold C. Fleming
Executive Director
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta, Georgia

Dear Mr. Fleming:

Attached is our latest list of contacts in 117 communities which occasionally or frequently are visited by participants and grantees. In addition, I am enclosing for Central Coordinators, a copy of the latest statistical report on Participant Training Operations issued by the ICA. I believe you will find this report quite informative as to the countries from which ICA participants come, their various fields of specialization, and other relevant facts.

A review of the countries from which ICA participants come may give you an indication of which pages in Other Lands Other Peoples might be worthwhile reproducing for distribution to volunteers, cooperating community organizations, and families which provide home hospitality. As you may know, it is not necessary to request permission to reproduce information contained in Other Lands Other Peoples.

I am also enclosing a booklet entitled "Questions and Answers on the Mutual Security Program". Besides general information on the Program, pages 8, 9, and 10 make special reference to the Technical Cooperation Program as it is administered by the ICA.

Additional copies of the list of contacts or of the other two publications are available upon request.

On behalf of the U.S. Government Agencies participating in this program, I should like to thank you for your continued cooperation. The contributions which American communities are making are a vital element in the success of each individual's visit to the United States. They also constitute one of the most effective means for preserving those values cherished by the Free World.

Sincerely yours,

Alden R. Crocker

(Mrs.) Alden R. Crocker, Chairman
Inter-Agency Committee on Community Participation

Chief, Evaluation and Orientation Division
Office of Participant Training

INTERNATIONAL COOPERATION ADMINISTRATION
OFFICE OF PARTICIPANT TRAINING

PROJECT MANAGERS' GUIDE
SUPPLEMENTARY INSTRUCTION

SERIES C.
NO. 312

SUBJECT: Hospitality and Community Participation for Foreign Nationals

1. Project Manager's Guide Supplementary Instruction No. 287 should be destroyed and replaced by this instruction.

2. The present instruction is a revision of PMG No. 287 and provides the latest addresses and telephone numbers of contacts in 117 U. S. communities interested in arranging home hospitality and community services to visitors from abroad. Attached to it is a supplement which lists contacts furnished by the Committee on Friendly Relations Among Foreign Students.

3. The recently distributed Directory of Community Organizations Serving Short-Term International Visitors may be used in conjunction with this list to determine specific services available or procedures to be followed in some of the communities. It should be recalled that the Directory supplements but does not replace the attached list.

4. Several points stated in previous supplementary instructions of the same subject, bear repeating:

a. The over-all success of a participant's experience in the United States, to a large extent, depends upon his informal contact with Americans in his field of interest and with American families. It also depends upon his opportunity to participate in the life of the community or communities he visits.

b. When contacting volunteer groups and/or individuals who are co-operating with us, it is of utmost importance to remember that they should be given every possible consideration, including that of first requesting their assistance and then giving them sufficient advance notice, two weeks if at all possible, to allow for proper planning. In addition copies of bio-data should be sent and when possible copies of itineraries.

c. Foreign visitors' activities in any given community can be really effective only if the community assumes responsibility. Coordination at the community level is highly desirable. Efforts are being continued to establish a central point of contact in those cities where coordination has not been achieved to enable the communities to "pool their resources" and, at the same time, to enable the government agencies to have one point of contact in each community. In this connection we are happy to report the recent creation of the Pittsburgh Council for International Visitors within the Office of Cultural and Educational Exchange at the University of Pittsburgh. The PCIV "facilitates the cooperation of organizations that have contact with international guests to assure that the Pittsburgh activities planned for foreign visitors accurately

reflect the city." Twenty-eight other cities on the attached revised list have previously established central points of contact. Where there is an established central contact, in most cases, the names of other contacts have been deleted.

d. In the area of community participation, the coordination of U.S. Government Agencies sponsoring the foreign visitor program is being carried out through the medium of an Inter-Agency Committee. The Bureau of Educational and Cultural Affairs, ICA, USIA, Army, and other participating government agencies are members of the Committee.

e. Since some Central Hospitality Groups are not organized to handle unannounced arrivals, it is requested that lists of Hospitality Committees not be given to any participants or other international visitors. It is the responsibility of the Project Managers or Program Officers to communicate with all hospitality contacts concerning visits to the respective communities and give them the necessary information in advance of the visitor's arrival.

5. Suggestions relative to ways and means of assuring opportunities for hospitality and informal community participation to the foreign visitors will be most welcome, as will additional names of individuals or organizations and communities which should be added to the list. Also, it would be appreciated if you will suggest communities which are frequently used, but in which there are presently no known contacts. Efforts can then be made to develop such contacts.

6. Please keep us advised concerning changes in names and addresses of the contacts listed so that we may keep our list up to date. The attached memorandum form is provided for this purpose. Ideas on how to make community visits more effective, additions and/or changes to the list, as well as any questions concerning it should be directed to our office.

(Mrs.) Alden R. Crocker, Chairman
Inter-Agency Committee on Community Participation

Chief, Evaluation and Orientation Division
Office of Participant Training

Attachments
1. Memorandum
2. Contact List
3. Supplement

Attachment 1

TO : Mrs. Alden R. Crocker
International Cooperation Administration
Office of Participant Training
Room 413 State Annex #1
Washington 25, D. C.

FROM :

SUBJECT : Hospitality and Community Participation for Foreign Visitors

I. The following communities and contacts should be added to the established list:

Name of City	Names and Addresses of Contacts within the Community

II. The following changes should be noted on the established list.

III. Communities which are frequently used but in which there are presently no known contacts.

IV. Suggestions relative to additional ways and means of providing opportunities for hospitality and informal community participation to the foreign visitors.

(Use back of this page for additional information)

Attachment 2

COMMUNITY AND HOME HOSPITALITY CONTACTS
(*) Asterisk denotes Central Coordinator

ALBANY, New York

(*) Mrs. John Hall Blackburn
International Center
26 Willett Street

In addition to hospitality, programming and escort services, this Center provides residence for guests at a cost of $4 for a single room and $3 each for a double room.

ALBUQUERQUE, New Mexico

Dr. Sherman E. Smith, Director
Student Affairs
University of New Mexico

ANN ARBOR, Michigan

(*) Mr. James M. Davis, Director
International Center
University of Michigan
Telephone: NOrmandy 3-1511 Ext. 3358

ASHLAND, Kentucky

Mr. Rexford Blazer
Ashland Oil and Refining Company

ATLANTA, Georgia

Mr. Frank Shaw
Engineer-Manager, Industrial Bureau
Atlanta Chamber of Commerce
Telephone: WA-0845

Dean B. R. Brazeal
Morehouse College
Telephone: WA-1173

Mr. Edwin E. Pritchett
International Relations Committee
Atlanta Junior Chamber of Commerce
City Hall

Mr. Harold C. Fleming
Executive Director
Southern Regional Council
63 Auburn Avenue, N. E.

Mr. R. A. Thompson
Industrial Relations Secretary
Atlanta Urban League
239 Auburn Avenue, N. E.

Mrs. Sally Church Richardson
Representative
Committee on Friendly Relations
152 Ridgeland Way, N. E.

ATLANTA, Georgia (continued)

Mr. Johnny Glustrom, President
American Veterans Committee
1860 Welborne Avenue, N. E.

Mrs. George T. Douglas
2545 Patomac Drive, N. E.

AUSTIN, Texas

(*) Dr. Joe W. Neal, Director
International Office
The University of Texas
Austin 12, Texas

BALTIMORE, Maryland

(*) Mrs. Lena York Roth, Executive Director
International Center, YWCA
16 South Patterson Park Avenue
Baltimore 31, Maryland

BEAUMONT, Texas

Mr. Harold D. Carpenter
Rotary Club of Beaumont
Office Address:
Carpenter Production Company
Sour Lake, Texas
Telephone: 4-3511
Home Address:
710 21st Street
Beaumont, Texas
Telephone: Terminal 5-0246

BOISE, Idaho

Mr. Robert W. Wilcox, President
Boise Valley World Affairs Association, Inc.
P. O. Box 84

BOSTON, Massachusetts

Mr. George B. Pettengill, Executive Director
International Student Association of
Greater Boston, Inc.
International Student Center
33 Garden Street
Cambridge 38, Massachusetts
Telephone: UNiversity 4-1600

Mrs. George C. Shattuck, Executive Vice
President - and -
Mrs. Robert C. Hall, Executive Secretary
Pan American Society of New England, Inc.
(Latin Americans)
75 Newberry Street
Telephone: COmmonwealth 6-2248

Miss Caren B. Bohan
American Overseas Association
61 Forbes Street
Jamaica Plain, Massachusetts

Chinese Student Center of China Institute
31 Gray Street
Cambridge, Massachusetts
Telephone: UNiversity 4-3246

BOSTON, Massachusetts (continued)

Mr. Nicholas Nyary
Executive Director
World Affairs Council
10 Arlington Street

Miss Mildred E. Bixby, Director
Foreign Visitors Program
(World Affairs Council)
89 State Street, Suite 62

BOULDER, Colorado

Mr. Howard Higman, Director
Conference on World Affairs
c/o University of Colorado

(Send a carbon copy of all correspondence to Miss Elizabeth Blanc, Institute of International Education, 1605 Penn. St. Denver 3, Colorado)

BOZEMAN, Montana

(*) Dr. Harvey F. Baty, Director
International Cooperation Center
Montana State College

BROWNFIELD, Texas

Mr. Ralph L. O'Dell, Chairman
International Service
Rotary District #573
620 E. Tate Street

BUFFALO, New York

Mr. William D. Baker, President
Buffalo World Hospitality Association
Room 12, International Institute
1260 Delaware Avenue
Buffalo, New York
Telephone: TT-2-6900

Note: The schedule of the Placement Personnel for the year is listed below. Since the office is only manned from 1 p.m. to 4 p.m. each day and the remainder of the time the phone is on answering service, the list should expedite messages. However, when the personnel are contacted directly the Buffalo World Hospitality Association requests confirmation by mail to their office to enable them to maintain a complete and permanent record of any communication.

October - November

Mrs. Raymond Lewis
63 Lisbon Avenue
Buffalo 14, New York
Telephone: UNiversity 5278

International Fellowship Inc.
Mildred M. Brown, Director
617 Main Street
Buffalo 3. New York

CEDAR RAPIDS, Iowa

(*) Mr. Robert H. Caldwell
Executive Vice President
Chamber of Commerce
Telephone: EMpire-4-5135

CHICAGO, Illinois

(*) Mrs. Lyn A. Williams, President
Hospitality Center of Greater Chicago
for Foreign Students and Visitors
Note: Address Correspondence to - -
Mrs. Noel Flint
Executive Director
Hospitality Center of Greater Chicago
116 South Michigan Avenue
Chicago 3, Illinois
Telephone: DE-2-5875

Miss Charlotte Evans
Loop Center YWCA
59 East Monroe Street
Chicago 3, Illinois
Telephone: FRanklin 2-6600
(Program designed to primarily serve longer term visitors)

Mr. Carter L. Davidson, Director
Chicago Council on Foreign Relations
116 South Michigan Avenue

Mrs. Frayn Utley, Director
Institute of International Education
116 South Michigan Avenue
Note: The IIE in Chicago has a contract with the Department of State to provide certain services for IES grantees. Although the IIE has rendered invaluable services in the past, its staff is so limited at the present time, it is doubtful that it can assist ICA to any large extent unless some special arrangements can be made.

Mr. Jack R. Kerridge
Director for Activities
International House
1414 E. 59th Street
Telephone: FAirfax-4-8200

International Fellowship, Inc.
1315 East 53rd Street
Chicago 15, Illinois
Miss Elizabeth Berry, Director

CINCINNATI, Ohio

(*) Mr. William C. Messner, Jr.
Executive Director
The Cincinnati Council on World Affairs
Suite 1028 - Dixie Terminal Building
Cincinnati 2, Ohio
Telephone: CHerry 1-2149

CLEVELAND, Ohio (*) Mrs. Charles Bang
Cleveland Council on World Affairs
601 Investment Insurance Building
1405 East Sixth Street
Telephone: SUperior 1-3730

COVINGTON, Kentucky Mr. E. R. Mitchell
Union Light, Heat and Power Co.

DALLAS, Texas (*) Mrs. Ruth Ascarelli
Dallas Council on World Affairs
2727 Oak Lawn Avenue
Telephone: LA-1-2171
Note: Send carbon copy of correspondence to:
Mrs. Clyde Emery
9417 Waterview Road
Dallas, Texas
Telephone: DA-1-1163

DAYTON, Ohio (*) Chairman of the International Service
Committee of the Rotary Club of Dayton
The Rotary Club of Dayton
Room 404 - Biltmore Hotel

Mrs. W. J. Zimmerman, Vice President
International Visitors Committee
Dayton Council on World Affairs
410 West First Street
Telephone: BAldwin 4-2072

DECATUR, Georgia Mrs. E. S. Dunstan
Agnes Scott College

DENVER, Colorado (and Statewide) (*) Dr. Ben Cherrington, Director
Rocky Mountain Regional Office
Institute of International Education
1605 Pennsylvania Street

DES MOINES, Iowa Mrs. Robert Mannheimer, Chairman
Iowa Committee for UN Day
427 51st Street

DETROIT, Michigan (*) Miss Florence Cassidy, Executive Secretary
Committee on Foreign Students and Foreign Visitors
United Community Services of Metropolitan District
51 West Warren Avenue
Telephone: TEmple -1- 1600

EL PASO, Texas ~~Mrs. Maurice Schwartz, Chairman~~
~~Foreign Relations Committee of the Womens~~
~~Department of the El Paso Chamber of Commerce~~
~~1105 Prospect Street~~

delete

FLINT, Michigan Mrs. Ronald O. Warner, Chairman
Committee to Welcome International Visitors
c/o International Institute - 514 Liberty St.
Telephone: CEdar-4-8629

GAINESVILLE, Florida		Mr. Tom Dobson, President Gainesville Council for International Friendship 16 West University Avenue
GOLDEN, Colorado	(*)	Mrs. Parke Yingst Colorado School of Mines 2311 East Street
GREENVILLE, South Carolina		Mrs. James A. Wiggins, Chairman South Carolina Federation of Womens Clubs International Hostess Division 238 Cureton Street
HARTFORD, Connecticut and (State-wide Connecticut)	(*)	Mrs. Chase Going Woodhouse, Director Service Bureau for Women's Organizations (office) 11th Floor 956 Main Street Telephone: CHapel 9-9711 (Home) Williamantic Telephone: HArrison 3-2061
HENDERSON, Kentucky		Mr. R. D. Wallace Spencer Chemical Company
HOUSTON, Texas		Houston Community Committee Alice Reynolds Pratt, Regional Director Institute of International Education 731 Texas National Bank Building 1300 Main Street Telephone: CA-8-7497
		Mr. Edward J. Fay, Manager World Trade Development Chamber of Commerce Tennessee Building, P. O. Box 2371 Houston 1, Texas
		A. F. Prieto, Assistant Manager World Trade Development Chamber of Commerce Tennessee Building Telephone: CA-7-5111
		Mr. Vaughn M. Bryant, Director of International Relations -and- Mr. Robert Brannon, Jr. International Relations Representative Port of Houston - 1519 Capitol P. O. Box 2562 Telephone: CA-5-0671
		Mrs. Hart Brown, President Pan American Round Table 2505 Yorktown Drive Houston 27, Texas Telephone: MO-4-9062

JACKSONVILLE, Florida		Mr. W. G. Lockwood International Committee Rotary Club of South Jacksonville Vice President, Gibbs Corporation Foot of Hendricks Avenue P. O. Box 4190 Jacksonville 1, Florida Telephone: FLanders 9-0571
JACKSONVILLE, Illinois		Mrs. Sherwood Eddy, Chairman Jacksonville World Affairs Committee 108 Finley Avenue
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NEW YORK, New York

(*) Mrs. Ruth Haines Purkaple, Director
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(This Center is open on Saturday afternoons and Sunday afternoons and evenings)

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NOTE:
This group is especially interested in foreign visitors from Latin America and Spain.

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PITTSBURGH, Pennsylvania		Miss Jeanne Mygatt Pittsburgh Council for International Visitors Office of Cultural & Educational Exchange University of Pittsburgh Pittsburgh 13, Pennsylvania Telephone: MAyflower-1-3500 Ext 688
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- -

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Youngstown 4, Ohio
Telephone: RI-3-3968

COMMITTEE ON FRIENDLY RELATIONS AMONG FOREIGN STUDENTS
291 Broadway, New York 7, New York

The Committee on Friendly Relations Among Foreign Students has contacts in many communities throughout the United States, which cooperate with it in their student program. The Committee has kindly sent us their list of contacts which they are willing for us to call upon if we have participants visit communities in which we do not already have contacts.

ALABAMA, Tuscaloosa	Mrs. O. D. Thomas Box 2523, University of Alabama
Birmingham	Mrs. J. I. Blount 2768 Hanover Circle
CALIFORNIA, Berkeley	Mrs. Estelle Carlson International House University of California
Fresno	Mr. Carroll Moon 5586 Winchester
FLORIDA, Orlando	Mrs. Kenneth Barker 231 East Colonial Drive
GEORGIA, Athens	Miss Dolores Artau University of Georgia
IDAHO, Caldwell	Rev. Alvin Denman College of Idaho
Moscow	Prof. Thomas Hopkins University of Idaho
ILLINOIS, Champaign	Mr. John W. Price 1001 South Wright Street
INDIANA, Indianapolis	Miss Rita Clark 2831 North Delaware
IOWA, Ames	Mr. Harold Reinhart Y.M.C.A. Iowa State College
Iowa City	Mr. Wallace Maner, Director International Center State University of Iowa 219 North Clinton Telephone: 8-0511 Ext. 2191 or 2043 (Contact for Iowa City and surrounding rural communities).
KENTUCKY, Berea	Dr. Fu-Liang Chang Berea College

LOUISIANA, Baton Rouge	Mr. Theodore Kalivoda Director of Foreign Students Louisiana State University Baton Rouge, Louisiana
MAINE, Orono	Dr. and Mrs. Frank Foster 224 Furnold
Brunswick	Professor Philip Wilder Bowdoin College
MASSACHUSETTS, Concord	Mr. Samuel G. Kent 9 Walden Street
MISSOURI, Kirkwood	Mrs. William Farr 329 Way Avenue
NEBRASKA, Neligh	Rev. Amer Whitwer
NEW HAMPSHIRE, Dunbarton	Mr. Conrad Quimby, Executive Director -and- Mrs: J. Wilcox Brown (phone 7-2) Council on World Affairs Commons Building Durham, New Hampshire
NOTE:	All correspondence is to go to: Mrs. Brown, State Chairman for all Foreign Visitors Hospitality. Send carbon copies to Mr. Conrad Quimby (as above) Mrs. Brown's telephone: 7-2
NORTH CAROLINA, Chapel Hill	Miss Anne Queen Y.W.C.A., University of North Carolina
PENNSYLVANIA, Harrisburgh	Miss Eleanor Peterson 2403 North Front Street
TENNESSEE, Memphis	Mrs. M. O. Bennett Y.W.C.A. 1951 Lyndale Avenue
Nashville	Mrs. C. O. Schrag 1017 16th Avenue, North
TEXAS, Fort Worth	Mrs. Harold Lunger 3104 Bellaire Drive, West
VERMONT, Burlington	Mr. George T. Little World Affairs Center - University of Vermont Telephone: UN-4-4511, Ext. 310 or 202 Home Telephone: TR-8-3032
VIRGINIA, Hampton	Dr. Alonzo Moron Hampton Institute

January 18, 1961

Mr. Charles S. Eggleston
The Institute of Public Relations
Todd Hill Road
Lakeside, Connecticut

Dear Mr. Eggleston:

In response to your request of January 11, we are enclosing a copy of "The Origins and Aims of the Southern Regional Council," as reprinted in the Congressional Record.

We will be happy to provide additional information if you have need of it.

Sincerely,

Paul Anthony
Executive Assistant

PA/mf
Enclosure - 1.

THE INSTITUTE OF PUBLIC RELATIONS
TODD HILL ROAD, LAKESIDE, CONNECTICUT
TELEPHONE LITCHFIELD JORDAN 7-8141

CYRIL N. SKIDMORE, President
DALE D. REED, Vice President

CHARLES S. EGGLESTON, General Manager
PHILIP B. WAUGH, Business Manager

January 11, 1961

Mr. Harold C. Fleming, Exec. Dir.
Southern Regional Council
Room 432
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Gentlemen:

As part of a comprehensive service for a select and established clientele, we maintain extensive information files on public service activities and organizations throughout the country. We would, therefore, appreciate receiving whatever literature may be available to the public describing the nature and purpose of your organization.

Our firm offers a wide range of both conventional and highly specialized public relations services exclusively for organizations in the several prominent public service categories. Hence, we must combine the highest standards of professional production with unique adaptations to meet moderate budgetary requirements. To this end, your information will be most helpful.

Please be assured of our willingness to reciprocate if information from our files --- or additional information concerning our firm --- will be helpful to you.

Thank you.

Cordially,

Charles S. Eggleston

Charles S. Eggleston

THE INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES
3080 BROADWAY
NEW YORK 27, N. Y.

RIVERSIDE 9-8000

RECEIVED
FEB 10 1961

February 8, 1961

Dear Mr. Fleming:

Your letter of the 3rd, addressed to Professor MacIver, has just arrived, and we will see that he receives it and the report as quickly as possible. I know that he will appreciate your thoughtfulness in sending it.

We were all delighted to have you with us last week.

Cordially,

Jessica Feingold

Mr. Harold C. Fleming
Executive Director
Southern Regional Council, Inc.
Room 201
5 Forsyth Street, N.W.
Atlanta 3, Georgia

ap

P.S. We've received copies of the report ordered by the Institute and are delighted to have this invaluable material.

THE INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES
3080 BROADWAY
NEW YORK 27, N. Y.

RIVERSIDE 9-8000

February 21, 1961

Dear Mr. Fleming:

We are glad to enclose the check to cover your expenses in attending the Institute.

Cordially,

Shirley Cooper

Shirley Cooper

Harold C. Fleming, Esq.
Southern Regional Council, Inc.
5 Forsyth Street, N.W., Room 201
Atlanta 3, Georgia

enc.
sc

THE INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES
3080 BROADWAY
NEW YORK 27, N. Y.

RIVERSIDE 9-8000

RECEIVED
MAR 6 1961

March 2, 1961

Dear Mr. Fleming:

Our associates at Harper & Brothers have recently reviewed the available manuscripts from Professor MacIver's 1960-1961 lecture series, "Spearheads of the Future: Their Cultural and Moral Implications." It was the opinion of our publishers that despite the great value of individual contributions, the course would not form a salable book.

Professor MacIver agrees we could not ask the individual lecturers to take the time and effort for the complete reorientation and rewriting needed in many cases. For these and other reasons, including our hope that you will take part in later symposia, we have decided to abandon the projected book.

We much regret our inability to use your own material and trust you will be able to place it elsewhere. We are returning your manuscript herewith.

Everyone at the Institute is grateful for your help with the course.

Cordially,

Jessica Feingold

Mr. Harold C. Fleming
The Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

ck
enc.

UNIVERSAL SUFFRAGE FOR NEGROES

By

Harold C. Fleming
Executive Director
Southern Regional Council

January 31, 1961

It is one of the ironies of history that a nation which fought a fratricidal war to make citizens of slaves did so little for so long to confer upon them the elementary right to cast a meaningful ballot. During reconstruction and for a short interval afterward, Negroes were permitted a voice in the tortured political affairs of the South. But soon, in the name of white solidarity, the leadership imposed racial restrictions on the right to vote. And shortly after the turn of the century the Negroes' political voice was completely stilled.

There is no point in reviewing here the long period--more than half a century--of Negro disfranchisement in the South and complacency about it in the rest of the United States. One observation is worth making, however. That version of American history which magnifies the corrupting influence of reconstruction politics and carpetbag rule in the post Civil War South is still taught in many a public school. But we have not yet begun to measure the corrupting influence on our

whole nation of the cynical denial of citizenship rights to Negroes for so many years. Southern politics, down to the present day, has been contorted ~~in the~~ into strange and undemocratic shapes in the name of white supremacy. In consequence, the political life of the nation itself has been crippled.

We are concerned here with universal suffrage for Negroes. Wherever in the United States Negroes live in significant numbers, they are subject to discriminations of many sorts. But outside certain areas of the South, denial of the right to vote is not one of them. Therefore, this analysis will deal for the most part with Negro suffrage in the South.

As an initial step toward examining the consequences of universal sufferage for Negroes, it is useful to look breifly at the fruits of disfranchisement.

First, we might note the entrenchment of the one party system in the South. This uncompetitive arrangement made possible a politics in which the peculiar insularity of the region persisted for a dangerously long time. National issues and national interests were seldom debated or considered by the Southern voter; instead, he was beguiled by colorful personalities intent on outbidding each other in appeals to white superiority. The attention of the voting public

was often diverted from flagrant abuses of the public trust and misuses of public funds by loud incantations against the threat allegedly posed by the Negro. Such devices as the poll tax and Georgia's uniquely discriminatory county-unit system were fastened on the Southern states as safeguards against Negro invasions of the political sphere. Yet over the long decades when there was not even a question of Negro participation in the Democratic primaries, these devices served only to dampen enthusiasm and deny opportunity to register and vote among white Southerners. This, of course, had the effect of keeping the electorate small, preserving rural dominance, and making the outcome of elections subject to ready manipulation--effects which soon came to be ends in themselves for the more expert practitioners.

The rest of the country, which tended to view these perversions of democracy with such indifferent contempt, was cruelly victimized by them. The United States Congress, most particularly the Senate, is only now struggling out of its bondage to backward looking Southern office holders whom shrunken electorates return again and again to positions of power and tenure in the nation's law making body. It is only fair to say that many of these have been men of real ability, and a few have been men of truly statesmenlike quality. But with fractional exceptions, they have been men

who knew the conditions of their power and paid in full the price of obstruction and illiberalism that the Southern systems exacted of them. Opposition to welfare programs (lest the Negro obtain a disproportionate share of benefits), opposition to labor unions (lest the Negro gain equality within them), resistance to Federal aid to the South's impoverished education (lest conditions be attached that would foster integration), opposition to housing legislation (lest the Negro gain the right to live next door to whites), opposition to reapportionment of rurally dominated legislatures (lest the Negro voter of the cities wield proportionate influence)--such has been the opposition to progressive measures, always justified, of course, on racial grounds. Meanwhile, the prestige of the United States abroad has suffered as the specter of racism has stalked the land.

The effects of disfranchisement on Negro Southerners themselves have been as numerous as they have been cruel. During the half century and more of complete votelessness, they were dependent on the whims and kindly impulses of white office holders for the disproportionately small share of public benefits alloted to them--in education, health, welfare, recreation, police protection, and by extension in housing and employment. These deprivations have a

self-perpetuating quality. The man who is ill educated, ill housed, ill fed, whose very survival depends on subservience, who has been taught from the cradle that "politics is the white folks' business," is hardly likely to assert his rights with zeal and persistence. If he does, he will find that his educational deficiencies and cultural backwardness are crushing arguments against his enjoyment of those rights. Even Negroes with graduate degrees still find in parts of the South that they cannot meet the high standards of local voting registrars.

Fortunately, albeit slowly and painfully, the era of disfranchisement is drawing to a close. It is easy to lose sight of the fact that Negroes gained the legal right to participate in the meaningful elections of the South only a decade and a half ago. The Texas case of Smith versus Allwright decided in 1944 sounded the death knell of the white primary. Within a few years this and subsequent court rulings wiped from Southern statute books virtually all discriminatory voting laws.

In 1940 there were ~~only~~ an estimated 200,000 Negroes registered in the South, most of them qualified to vote only in the unimportant general election--unimportant, that is, in terms of state offices. By 1947 there were an estimated 595,000 Negro registrants eligible to vote in the Democratic

primaries. This initial period was one of spectacular gains in some states. In Georgia for example, more than 125,000 Negro voters were registered within a matter of months. Progress during the next five years was less rapid, but still substantial. According to surveys of the Southern Regional Council, by 1952 the Southwide total had climbed to approximately one million.

It is dismaying, however, to note the paucity of change that has taken place in the nearly ten years since then. By 1956 total Negro registration stood at an estimated 1,238,000, a net gain for the four year period of less than a quarter of a million. More discouragingly still, there is little evidence that the total Negro registration in the South today is appreciably larger than it was in 1956. This means that only about 25% of potentially eligible Negro Southerners are on the voting lists, as against 60% of the potentially eligible whites. To make matters worse, a smaller percentage of Negro registrants than whites actually turns out to vote in most places on most election days.

The reasons for this poor showing are varied and complex. A major factor, and the one which most compells our concern, is overt discrimination, violence, or intimidation visited on the would-be Negro voter. These conditions are by no means omnipresent in the South. They are found

for the most part in the rural counties of the old plantation country commonly called the "black belt" and in some of the cities which draw primarily on that sub-culture. A study of socio-economic factors reveals that the typical county in which Negroes are disfranchised by fear or force is a rural county where large land holdings and farm tenancy are common, where there is little or no industry, where the average educational achievement is low, where per capita income is small, where the proportion of Negroes in the population is high, and where the rate of population loss is heavy and increasing.

In these deep South areas, the prospects for full enfranchisement are far from bright. There, a whole way of life must be modified before the Negro will have truly equal access to the ballot. Yet there are powerful forces--economic and cultural--that are making for gradual change in the "black belt" and more rapid progress in the less difficult parts of the South. The main influences are of four sorts:

1. National determination to assure the right to vote has perceptibly stiffened in recent years. The Civil Rights Acts of 1957 and 1960--the first such legislation since reconstruction--were aimed largely at voting discrimination. The investigative and advisory functions of the U. S. Commission on Civil Rights have been heavily concentrated in the voting field. And the new administration is expected

to proceed more vigorously in Federal actions against such discrimination.

2. The movement of people from farm to city means, in the case of Negroes, a shift from discriminatory to permissive voting situations. In most of the larger Southern cities, Negroes can register and vote without hindrance; there too they are more likely to be activated by political organizations.

3. The rising status of Negroes, as reflected in education and income, coincides with growing militancy. The student protest movement has both expressed and enhanced this new insistence on equal treatment, which is bound to increase Negro participation in political as well as other aspects of public life.

4. It is a measure of the changing times that virtually no important Southern spokesman today publicly defends denial of the ballot on racial grounds. This is a reversal of the situation in the middle and late forties, when most Southern politicians openly advocated discriminatory curbs on Negro suffrage.

So much for past and prologue. It is sufficient perhaps to give us some footing for a modest leap into the future, which is the main purpose of this discussion.

I am not bold or farsighted enough to predict a specific date by which every remnant of voting discrimination

will be wiped out. But it requires neither courage nor prophetic powers to foresee that the chief remaining barriers to Negro suffrage will be eliminated within the next ten years. To some, this will seem a safely conservative prediction. Yet it is not so conservative when one considers the changes it assumes in the deep South--in Mississippi, in large parts of Louisiana, Alabama, Georgia, and South Carolina, and in smaller areas of Arkansas, Tennessee, Texas, Florida, North Carolina, and Virginia.

It assumes, above all, a brisk climb up the economic ladder by the Negroes who remain in these ~~mainly~~ chiefly rural areas. So long as they continue to be dependent for income and credit, as most are now, on white landlords, employers, bankers, and merchants, the door to the voting booth will not swing open. It is a discouraging but stubborn fact that the Negro laborer's bargaining position is worsening at precisely the time when he could achieve the most from it. As the rural South abandons cotton for beef and dairy farming, as machines replace mules and men, large numbers of unskilled farm laborers are becoming expendable. Since many whites are included in this surplus, both on the farm and in the factory, Negroes are likely to find their labor in meager demand for some time to come.

A current illustration of this problem can be found in the west Tennessee counties of Fayette and Heywood. Until recently, few if any Negroes voted in these rural,

Mississippi oriented counties. Then an upsurge in Negro registration efforts, supported by Federal pressures, led to the registration of some hundreds of Negroes. Local whites retaliated with economic reprisals against the new voters--boycotts of goods and credit, layoffs, and most devastating of all, simple refusal to renew the contracts of their Negro tenant farmers. In an unprecedented action, the Justice Department secured a Federal Court injunction against the dispossession of Negro tenants whose only crime was registering to vote. This is the uneasy situation today and the outlook is depressing. For the white land owners are mechanizing, moving somewhat earlier and more drastically than they otherwise would have to displace the Negroes from the land. How long this inevitable displacement can be delayed by court order is the only question, and it is not a consoling one.

Here, in a nut shell, is the economic problem that must be solved--or at least greatly ameliorated--before universal Negro suffrage can become a reality.

A second assumption underlying our ten year prediction is that Negro educational achievement will rise sharply. While it is possible under state laws for illiterates and near illiterates to qualify as voters, the hurdles can be set forbiddingly high. The so called literacy test has supplanted the poll tax and other traditional devices as the chief means of perpetuating discrimination. ~~Under Georgia law,~~

Under Georgia law, an applicant who cannot read and write any section of the United States Constitution to the Registrar's satisfaction may be required to answer a set of questions that would stump most college graduates. Flagrant abuses of this discretion can land a Registrar before a Federal Judge. But if a Negro applicant's lack of literacy is real, as it is in too many instances, there is no recourse. Education is the only answer.

A third assumption is that the right to vote will be supported by vigorous Federal action. As we have noted, acts of Congress, Justice Department litigation, and Federal court rulings have their limitations in the field of sufferage. But their influence can be powerful in those areas where Negroes lack the strength, unaided, to break through discriminatory barriers. The very existence of Federal concern for voting rights and the national sentiment which it evinces, encourages the would-be Negro voter and deters the would-be discriminator. Fortunately, there appears to be little doubt that the national Government's commitment here is permanent for various reasons, not the least of them being the strategic importance of the Negro vote in northern, western and border states.

A final assumption is that the tension growing out of the pressure and progress toward integration will

be somewhat abated over the next decade. A public opinion inflamed over racial issues not only impedes the growth of Negro suffrage, but limits the effectiveness of the ballot already attained. Negroes are in the minority in every Southern state and in most counties. Their political hopes, therefore, must rest not on dominance of the electorate, but on balance of power influence. So long as it is possible to split the vote along racial lines, there will be politicians unscrupulous enough to exploit racial issues; and most of their fellows, however unhappily, will go along in self defense. This has been the disheartening spectacle in most of the South during the past seven years. As a result, we have seen the value of the existing Negro vote deflated by the office seeker's fear of demagogic opposition and its effect on an aroused white electorate. Moreover, the deflation has had a spiraling quality; confronted by candidates who provided no choice except that of the lesser of evils, many Negroes have not bothered to vote at all.

The cure for this condition is a return to a more normal and balanced state of public opinion and political concerns. There are already hopeful signs that the racist fever is abating in all but the most recalcitrant areas of the South. This should presage a resumption of growth, both in size and in influence, of the Negro vote in the region.

It is hardly possible to disentangle the results

from the pre-conditions of universal Negro suffrage. The political arrangements of the South must be basically overhauled if Negroes are to have full suffrage. It is equally true to say, however, that full Negro suffrage will produce basic changes in the South's political structure. If the social and economic status of the Negro must be improved as a prerequisite to complete enfranchisement, it is no less the case that an unfettered ballot will hasten his gains in the social and economic spheres. Perhaps the simplest and most accurate way to put it is that these developments are concurrent; that full suffrage, full citizenship, and full acceptance make up a beneficent circle, each giving impetus to the other.

Of course, it is not Negroes alone who will gain from full enfranchisement. The benefits will be felt by the whole American people; for that matter, throughout that part of the earth we call the free world. Consider the benefits that will flow from the demise of anti-Negro demagoguery in our political life, from the development of a healthy two party system in the South, from an influx of Negro talent and energy into public offices and creative private efforts, from the enlightened legislation that a less race ridden South will support, from the greater understanding of the needs and potentialities of non-white peoples the world over that will surely result.

It is tempting to end on this utopian note. But honesty compels a further, less heartening word. We have considered universal Negro sufferage only in terms of free access to the ballot. There is the further meaning of full exercise of the ballot. In this sense, the outlook can only be described as gloomy. Indeed, in this sense, universal suffrage does not exist at all in the United States, where a president is elected with the participation of less than 65% of voting age citizens, and local office holders are elected by much smaller percentages. In Southern areas where Negroes can register and vote without the slightest hindrance, their performance falls far short of the miserable standards set by their white fellow citizens. There are abundant reasons, of course--long conditioning, insecurity, deprivation. But in looking beyond the South for a bright future pattern, we find little comfort. The laws are nondiscriminatory, the polls are open to all, but the conditions that make for responsible citizenship are woefully lacking. The greatest challenge, then, is not merely--or even primarily--to best the bigoted Southern Registrar and his allies in the raw practice of discrimination. It is to conquer the more subtle, evasive forms of racism that deny dignity and ~~full stature~~ incentive to Americans of color. Only as these are destroyed will Negro Americans enjoy full suffrage--and perhaps set a standard of citizenship which will inspire white Americans to put a higher value on their own.

February 25, 1963

Dr. Emery L. Rann, Chairman
IMHOTEP Hospital Conference
P. O. Box 66
University Park Station
Charlotte 8, North Carolina

Dear Dr. Rann:

Thank you for your letter of February 19. I am glad to be reminded that the IMHOTEP conference will be in Atlanta this year, and would be very happy to have a small part in it.

With best wishes,

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

IMHOTEP HOSPITAL CONFERENCE

MAY 17, 18, 1963

UNION BAPTIST CHURCH

ATLANTA, GEORGIA

EMERY L. RANN, M. D., CHAIRMAN
P. O. BOX 66, UNIVERSITY PARK STATION
CHARLOTTE 8, N. C.

February 19, 1963

RECEIVED
FEB 22 1963

Mr. Leslie Dunbar, Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Mr. Dunbar:

The Seventh Imhotep National Conference on Hospital Integration will be held at the Union Baptist Church in Atlanta, Georgia, on May 17-18, 1963.

We should like very much to have you or your representative to participate. I am enclosing a brochure of last year's Conference, which will give you an idea of its workings.

As you will note, the Imhotep approach to hospital integration is that of "coming in peace." Much progress has been made since the inception of the Conference in 1957, with increased understanding and rapport being established in the minds of all concerned.

We are planning this year to have as speakers some outstanding persons; including a representative from the Office of Health, Education, and Welfare, Nelson Cruikshank of the AFL-CIO, Senator Javits, Congressman Dingle, and Congresswoman Green. We are also hoping to have Vice President Johnson as one of the speakers.

We will send you a more detailed program later on and hope sincerely that you can join us in discussing the problems of hospital integration.

Very truly yours,

Emery L. Rann

Emery L. Rann, M. D.

ELR/ah

Enc.

THE SIXTH

IMHOTEP NATIONAL CONFERENCE ON HOSPITAL INTEGRATION

sponsored by

The National Medical Association

The National Association for the Advancement of Colored People

The National Urban League

Imhotep

"He who cometh in peace"

MAY 25-26, 1962

The Fifteenth Street Presbyterian Church

15th & R Streets, N. W.

Washington, D. C.

THE IMHOTEP NATIONAL CONFERENCE ON HOSPITAL INTEGRATION

Why the Conference

Despite recent advances in the elimination of racial barriers in many health areas — notably, medical schools, medical societies, nurses organizations and many hospitals, both tax supported and voluntary—colored Americans as a whole are still not able to enjoy the full advantages which our great hospital system affords. This applies to both patients and professional and non-professional personnel, and to nearly all sections of the country, although the situation is worse in some areas than in others.

It is still possible today in some places as has occurred in the past, for a Negro citizen injured in an accident to die in the street or for a Negro woman to give birth on the pavement, because the nearest hospitals refuse to open their doors and no others are available.

It is still a fact that many hospitals, north, south, east and west, do not admit Negro patients. Others admit them only on a segregated basis. This often means over-crowded, poorly equipped wards in older, more or less discarded sections of buildings of substandard maintenance and repair. That traditional abomination, the basement ward, is still to be found in many places.

It remains true that in many areas where their services are in great demand, Negro physicians cannot obtain staff appointments to local hospitals because of the color bar, and this irrespective of qualification or section of the country. It is also true that the attempt made in some places to afford limited staff appointments for colored physicians where segregated facilities are provided for them and their patients is no answer to the problem and an unacceptable approach according to the principles of American democracy.

Since 1946 there has been an enormous expenditure of public funds for hospital construction, to safeguard and improve the health of the American people. This makes it all the more imperative that no effort be

spared to ensure that our great hospital system be so operated as to render maximum service to the entire population.

Many different approaches have been made in various localities to the problem of denial of adequate opportunity for the best available hospital services to Negro patients and physicians. In others no attempt has been made at improvement in respect to the entrenched discriminatory patterns of many years.

The sponsoring organizations recognize that the Negro is not the only minority which suffers from differential treatment of the kind described. They hold that all human beings within our borders are entitled to the same quality of medical care. When the principle of non-discriminatory treatment is established, the country as a whole is helped.

It seemed to the sponsoring organizations that real progress in this diverse and complex situation might be accelerated if key representatives of as many as possible of groups affected by current discriminatory hospital practices could be brought together under one roof with representative leadership of organizations which control and influence hospital policies to discuss the problem in the voluntary American way and evolve plans and recommendations for action. Accordingly, it was decided that the Imhotep Conference be held.

Why Imhotep

Imhotep, who lived in about 3000 B.C., is the earliest historical figure of importance in medicine. He was a versatile man who was architect, priest and scholar as well as physician, during the reign of King Zoser of the third Egyptian dynasty. He was made a god about 500 years after his death. The priestly medical schools and therapeutic principles which he established served as models and sources for the later practices of the Hebrews and Greeks.

The name of Imhotep has been chosen for the Conference for two reasons. First, as a reminder that a dark skin was associated with distinction in medicine before that of any other color. This will serve to em-

phasize the dignity of the approach to the problem of the sponsoring organizations. Secondly, because Imhotep means, "He who cometh in peace." In a time of emotional tension, the sponsoring organizations "come in peace."

Purposes of the Conference

The purposes of the Conference are four:

1. To bring together representatives of all the interests among hospitals, the public, the healing professions and government agencies, which are concerned with this problem.

2. To provide a complete, comprehensive picture of the situation throughout the country as it exists today through first-hand presentations from the various regions.

3. To evolve in the atmosphere of common understanding and cooperation so created, recommendations and programs of remedial action which may be made known to the American people with the aim of securing widespread public support for their implementation.

4. To make available, through publication of the *Proceedings* of the Conference in the *Journal of the National Medical Association,* and in reprint form, a compact, authoritative reference on the subject of *hospital integration* which may have value both as information and as guidance for continuing efforts in this field in all parts of the United States.

Program of the Conference

The program will be divided into three parts:

1. A statement of the problem by the sponsoring organizations and other authoritative sources. A response appraising the aims of and expectations from the Conference by the highest possible authority in the field of hospital care.

2. Brief first-hand presentations on typical local situations by qualified persons from all sections of the country.

3. Discussion of the problem by representatives of hospital organizations and preparation of recommendations and resolutions from the Conference.

Attendance

It is hoped to have the largest possible representation from the constituent societies of the National Medical Association, the branches of the NAACP, the affiliates of the National Urban League, and the executives of all national organizations, private and governmental, directly or indirectly connected with hospital services.

Sponsors

The Conference is sponsored jointly by the National Medical Association (founded 1895), through its Council on Medical Education and Hospitals; the National Association for the Advancement of Colored People (founded 1909), through its National Health Committee, and the National Urban League (founded 1910), three established national organizations which have an obvious natural concern with the problem.

Meeting Place

The Conference will be held in the Fifteenth Street Presbyterian Church, an institution which recently observed its 121st anniversary and which throughout its long and honorable history has been identified with the spiritual uplift, education and cultural advancement of the Negro people and the Washington community.

Schedule

There will be morning and afternoon sessions on Friday, May 25, a dinner or round table meeting on the evening of May 25, and general discussion with action on recommendations at a final session on Saturday morning, May 26.

Registration

There will be a small registration fee to help defray the expenses of the Conference. Participation in, but not attendance at, the Conference will be limited to registered delegates.

OFFICERS OF THE SPONSORS

NATIONAL MEDICAL ASSOCIATION

Vaughan C. Mason, M.D., president; John A. Kenney, Jr., M.D., president-elect; Charles C. Bookert, M.D., Leo S. Butler, M.D., Maybelle L. B. Weaver, M.D., vice presidents; John T. Givens, M.D., executive secretary; Eugene T. Taylor, M.D., treasurer; Samuel C. Smith, administrative secretary.

House of Delegates. W. T. Armstrong, M.D., speaker; Percival C. Smith, M.D., vice speaker; A. C. Fentress, M.D., secretary.

Board of Trustees. Murray B. Davis, M.D., chairman; Kings S. Jones, M.D., secretary; Ralph W. Hixson, M.D., Arthur W. Boddie, M.D.; Eric G. Mitchell, M.D.; R. D. Douglas, M.D.; E. Albert Dumas, M.D.; Asa G. Yancey, M.D.; William H Grant, M.D.; James L. Martin, M.D.; Marshall F. Nichols, M.D.; James W. Parker, Sr., M.D.

Council on Medical Education and Hospitals. W. Montague Cobb, M.D., chairman; Rudolph W. Wyche, M.D.; J. Mark Cox, M.D.; Leonidas H. Berry, M.D.; Emery L. Rann, M.D.

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

Arthur B. Spingarn, president; Bishop Stephen Gill Spottswood, chairman of the Board; Alfred Baker Lewis, treasurer; Dr. Harry J. Greene, assistant treasurer; Roy Wilkins; executive secretary; Robert L. Carter, general counsel; John A. Morsell, assistant to the executive secretary; Clarence Mitchell, director, Washington Bureau; Gloster B. Current, director of branches; Henry Lee Moon, director of public relations; W. Montague Cobb, chairman, National Health Committee.

NATIONAL URBAN LEAGUE

Henry Steeger, president; Malcolm Andresen, senior vice-president; John H. Johnson; Thomas G. Young, vice presidents; Mollie Moon, secretary; Burns W. Roper, treasurer; Whitney M. Young, Jr., executive director; Jeweldean Jones, associate director for health and welfare.

LOCAL COMMITTEE FOR THE CONFERENCE

W. Montague Cobb, M.D., chairman; Mitchell W. Spellman, M.D., president, Medico-Chirurgical Society of the District of Columbia, Rev. E. Franklin Jackson, president, D.C. Branch, NAACP; Sterling Tucker; executive director, Washington Urban League; Rev. Robert Pierre Johnson, minister, 15th St. Presbyterian Church; Clarence Mitchell; John W. Lawlah, M.D.; Joseph L. Johnson, M.D.

Address correspondence to Imhotep Hospital Conference, Emery L. Rann, M.D., Chairman, P.O. Box 66, University Park Station, Charlotte 8, North Carolina.

MANAGEMENT INFORMATION SERVICE

CONDUCTED BY THE
INTERNATIONAL CITY MANAGERS' ASSOCIATION
1313 East 60 Street, Chicago 37, Illinois

Report No. 229 February, 1963

THE CITY GOVERNMENT AND MINORITY GROUPS*

What are the major areas of concern to municipal government in the provision of equal opportunity for all citizens? What examples of good practice are available in employment, education, housing, and other areas?

The principal purpose of this report is to show the work being done by selected city governments in working toward the goal of equal opportunity for all citizens. The principal obstacle in the way of achieving this goal is race relations. Much publicity has been given in the past decade to racial problems both in the North and the South. But the steady progress being made by hundreds of communities in all parts of the country toward the achievement of equal opportunity is a less well-known story. This report shows the scope of progressive practices together with suggestions and guidelines for city government officials.

Growth of Equal Opportunity

Four developments in the past decade have heightened the expectations of Negroes and other minority groups in securing full civil rights.

Court Decisions

The school desegregation decisions of the U. S. Supreme Court in 1954-55 culminated the legal trend of 50 years of litigation by declaring that "separate educational facilities are inherently unequal." Although the decision applied initially only to public education, it has since been extended to most facets of civil rights in succeeding court cases. Subsequent decisions in both state and federal courts have broadened civil rights in housing, public accommodations, and other areas. This growing body of court decisions has been supplemented by acts of Congress, Presidential orders, federal administrative rulings, state statutes, and county and municipal ordinances. In earlier years this body of law applied only to direct state actions (and, by extension, to actions of local jurisdictions), but recent rulings have enjoined private discrimination whenever "to some significant extent the state in any of its manifestations has been found to have become involved" in private acts of discrimination.[1]

Population Mobility

Approximately 1.5 million Negroes left the South between 1950 and 1960. "Although the largest cities have generally registered the largest numerical gains, the largest proportional gains have been experienced by medium-sized cities in the 100,000 to 500,000 range. Syracuse, Rochester, New Haven, San Diego and Fort Wayne all saw Negro populations . . . double in the past decade."[2]

During the 1950-60 decade, for example, the Negro population doubled in the state of Connecticut and tripled in the city of Milwaukee. The 1960 Census of Population shows that one out of every

**Programs and policies discussed in this report are not policy positions of the International City Managers' Association. The purpose is to set forth problems, even in some controversial areas, and to indicate possible solutions.*

[1] *Burton* v. *Wilmington Parking Authority*, 365 U.S. 715, 722.

[2] Eunice and George Grier, *The Impact of Race on Neighborhood in the Metropolitan Setting*, Washington Center for Metropolitan Studies, 1961.

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March 22, 1963

Dr. W. Montague Cobb
Chairman
Executive Committee
IMHOTEP Hospital Conference
1219 Girard Street, N. W.
Washington, D. C.

Dear Dr. Cobb:

Thank you for your letter of March 18 inviting me and others from this organization to attend the Seventh Imhotep Conference at the Union Baptist Church, May 17-18.

I shall be in attendance for as much of the proceedings as possible. Our Director of Research, Mr. Staige D. Blackford, would also like to attend some of the meetings.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

IMHOTEP NATIONAL CONFERENCE ON HOSPITAL INTEGRATION

SPONSORED BY

THE NATIONAL MEDICAL ASSOCIATION, THE NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE AND THE NATIONAL URBAN LEAGUE

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ROY WILKINS
WHITNEY M. YOUNG

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CLARENCE COLEMAN
GLOSTER CURRENT
WILLIAM N. HARPER, M.D.
RUBY HURLEY
JEWELDEAN JONES
C. MILES SMITH, D.D.S.

March 18, 1963

ADDRESS CORRESPONDENCE TO:
HOSPITAL CONFERENCE
1219 GIRARD ST., N.W.
WASHINGTON 9, D. C.

Mr. Leslie Dunbar, Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Mr. Dunbar:

The Seventh Annual Imhotep National Conference on Hospital Integration, sponsored by the National Association for the Advancement of Colored People, the National Medical Association, the National Urban League, and cooperating organizations, will be held May 17th and 18th, 1963, in Atlanta, Georgia.

The purpose of the Conference is to further our efforts to eliminate race discrimination from the nation's hospitals, both public and private.

We extend to you as the executive officer of your organization a most cordial invitation to attend the conference and to bring as many additional representatives of your organization as you would like.

We believe that the care of the health of the American people cannot afford the impairment resulting from racial discrimination in hospital practices against both patients and physicians.

Further, a legal factor is also involved inasmuch as federal funds have been used extensively to rebuild our national hospital system through the assistance of the Hill-Burton Act. Law suits on different grounds have been filed in many sections of the country against hospitals and hospital organizations because of racial discriminatory practices.

It is the conviction of the sponsors and cooperating organizations of the Conference that giant strides toward the solution of this problem can be made through mutual understanding developed in a meeting of minds. We believe this will abbreviate and perhaps eliminate an enormous amount of litigation.

Further, we believe that the spirit of Hippocrates and brotherly love, which must animate all institutions developed for the care of the sick, demand a wide representation at the Conference.

We hope you will accept our invitation and advise us of your decision as soon as possible. We would also like to have the names and titles of all other representatives of your organization whom we may expect.

With all good wishes.

Sincerely yours,

W Montague Cobb

W. Montague Cobb, M.D.
Chairman, Executive Committee

WMC:jg

Cr. ref. "K"

file "I" Gen. Corresp.

January 2, 1964

Mr. Milton Kotler
Resident Fellow
Institute for Policy Studies
1900 Florida Avenue, N. W.
Washington, D. C.

Dear Mr. Kotler:

Thank you for your letter of December 11, and the news of your most interesting seminar. I look forward to the time when its proceedings may be available for study.

To prepare adequate answers to the questions you put to me is a task which, reluctantly, I must just now defer, not from any lack of interest but simply from the exigencies of time. Generally I think any contribution you can make to furthering realization that race relations does require policy positions will be useful.

I am sorry that I cannot respond as I would like to your letter, but if we can be of other help to you as your planning progresses, please let me know.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

INSTITUTE FOR POLICY STUDIES
1900 FLORIDA AVENUE, N. W.
WASHINGTON, D. C. 20009

December 11, 1963

Mr. Leslie Dunbar
Executive Director, Southern
Regional Council
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Dunbar:

The Institute for Policy Studies is planning to run a Civil Rights and Racial Conflict Seminar here in Washington during the coming year. Beyond a contribution to our understanding of the critical issues involved in the civil rights movement, our purpose is to develop a policy content and method of social direction. The question here, and central to the Institute's general concern, is how to bridge the gap of knowledge and action with respect to this crisis in American life. As such, the seminar will be neither academic nor political, but rather both. Policy is our aim and understanding its fundament.

This seminar will be structured into two groups: a resident group meeting regularly at the Institute and an associated group of people of national and international standing who will make their contribution in the form of working papers and comment on the seminar proceedings. I am enclosing proposed lists of the participating and contributing members of the seminar. These people are currently being invited. There will be additional invitations. By the end of January I will be able to give you the final roster.

At this point, I would like to enlist your thoughts on the subject. What areas, fundamental and topical, do you feel are essential to examine? What pertinent areas and problems have not been handled adequately to-date, and what institutional action do you see as of vital importance to a resolution of this conflict? Or for that matter how do you conceive a resolution or is that even important?

While these questions are broadly stated I don't wish to suggest an expectation of broad answers. As with all crises the answers must at least begin at being more narrow than the questions. In short we must proceed

before events completely swamp our capacities of understanding and enlightened social action. Your name has been raised as a person of concern and understanding in this central crisis in American life. My colleagues, Arthur Waskow, Arthur Miller, and I look forward to the assistance of your comment in preparing this Institute undertaking.

Sincerely,

Milton Kotler

Milton Kotler
Resident Fellow

MK/md
Enclosures

THE INSTITUTE FOR POLICY STUDIES

What It Will Be

The Institute for Policy Studies has recently been established in Washington, D.C. It will bring university scholars and other creative thinkers to the Capital to carry on research on key problems of public policy and American civilization under conditions permitting close contact with the policy making process. The Institute will also train younger scholars to carry on research in these areas.

The Case for a New Institution

The present relationships between government and the academic community suffer two opposite deficiencies: academicians tend to be either too close to or too far from the operations of government. The too-close associations consist of consultantships and contract research. In either case the academicians tend to find themselves supporters of government policies, rather than critics, implementing the policy of the Department or Agency which they serve. They are not--or do not feel --invited to challenge existing policy (especially the basic premises) much less to suggest or prepare alternatives.

On the other hand researchers and institutes that have no contact or relationship with government may be out of touch with the changing ways in which government actually operates, and may transmit, both in their writings and their curricula, an out-of-date or largely theoretical picture of how policies are formed and how administrative and political forces really come into play.

The Institute will attack these deficiencies in these specific ways:

(a) It will involve a group of outstanding universities, colleges and independent scholars from all parts of the country in the analysis of critical problems of public policy.

(b) Because it will be financially independent of the government its members will be in a position to examine independently and critically--yet, being in Washington, at first hand--existing government policies and operations.

(c) In the process, it will develop a growing corps of teachers, researchers, and scholars, who will return to their respective universities with a more sophisticated and realistic awareness of how government really operates, an awareness that will not only be reflected in their own teachings and writings, but, hopefully, in their curricula as well. (For example, some new social science text books will be developed at the Institute.) Ideally, the new curricula would concentrate more on real problems faced by the government and society, and encourage students to be more policy and solution-minded. An effort will be made to avoid research which is primarily of value to the development of particular academic disciplines.

(d) It will also, in the process, produce a body of new knowledge in the field of political and social science--not merely ivory-tower, abstract knowledge that disregards existing institutions and forces, but, hopefully, knowledge practically enough grounded to point to the how as well as the what of solutions to difficult public problems.

Who Will Participate

The Board of Trustees, which is being expanded, presently consists of Thurman Arnold, former Judge of the Court of Appeals and Senior Partner of Arnold, Fortas & Porter, Washington, D.C.; Richard J. Barnet, Princeton University and formerly of the State Department; David F. Cavers, Professor of Law and formerly Associate Dean of Harvard Law School; James Dixon, President, Antioch College, Yellow Springs, Ohio; Freeman Dyson, Physicist, Institute for Advanced Studies, Princeton, N.J.; Robert M. Herzstein, Attorney; Arthur Larson, Director of the World Rule of Law Center, Professor of Law at Duke University, and formerly Director of U.S.I.A.; Hans J. Morgenthau, Professor of Political Science, University of Chicago; Steven Muller, Director of the Center of International Studies, Cornell University; Gerard Piel, publisher of the Scientific American; Marcus Raskin, formerly of the White House National Security Council staff; David Riesman, Professor of Social Science, Harvard University; Philip M. Stern, formerly Deputy Assistant Secretary of State; and James P. Warburg, author and foreign policy analyst.

Visiting Fellows: The Institute is associated with a group of colleges and universities throughout the country which will send selected faculty and students to Washington for a year or more of research and study, beginning in 1964. These colleges and universities will subsidize members of their respective faculties at the Institute, and will contribute to the operating cost of the Institute. Ultimately about a dozen colleges and universities will be associated with it.

In addition to the scholars supported by the associated colleges and universities, the Institute will also invite others to spend a year or more working at the Institute. Not all these men will be drawn from academic institutions. They will be chosen for their intellectual accomplishments and for interests which can best be pursued at the Institute, rather than for their eminence or formal qualifications in a particular discipline. All will be interested in research on policy problems, but natural scientists and humanists as well as social scientists will be among them. A partial list of associated institutions of higher learning and those who have agreed to become Visiting Fellows at the Institute over the next five years will be found in Appendix A. Present plans call for a combined total of between eight and twelve Visiting Fellows each year from the associated colleges and elsewhere.

Associate and Resident Fellows: The Institute will have a permanent faculty in Washington. This faculty will include a dozen part-time Associate Fellows living in Washington, experienced as government administrators, advisers, diplomats, judges, lawyers, and professors. Members of Congress and leading officials in

the government have agreed to take an active part in certain seminars, though not as Fellows of the Institute. Associate Fellows will participate in seminars and discussions, advise on research, and in some cases have a tutorial relationship with students. Through the Associates' continuing relationship to the Washington policy community, the Institute will be able to strengthen its contact with policy-makers in a context different from the client-consultant relation. A partial list of Associate Fellows is found in Appendix B. In addition, there will be a permanent faculty of eight or ten Resident Fellows: scholars who have had previous experience in Washington. They will assume primary responsibility for the educational side of the Institute's work, as well as engaging in long-term research of their own. This faculty will begin work September 15, 1963.

Students: The students will be chosen by the associated colleges and universities. The majority will probably be at the graduate level, but a small number of highly qualified undergraduates may also be accepted. The number of students accepted will depend on the number and quality of applicants, but a maximum of 60 will be set. At full strength it is estimated that there will be 32 Fellows (including part-time Associate Fellows) at the Institute.

How It Will Operate

The Institute will not attempt to formulate a comprehensive research program of its own. Rather, it will attempt to provide physical and administrative facilities for Fellows to pursue their own interests, and will seek to develop an intellectual and social community which will enliven their work. The Institute has arranged with Random House to publish studies prepared at the Institute, but Fellows are not obliged to publish in this series. The Institute will not assume any responsibility for statements, articles, or books of the Fellows. They will enjoy complete academic freedom, the only restriction on their activities being that they cannot accept paid consultantships with the Government while at the Institute.

Each Fellow of the Institute will normally take an active part in a seminar closely related to his major interests. These seminars will include not only other interested fellows and students but a variety of outsiders who have had active roles in policy-making in the area under discussion. At present, six seminars are planned for 1963-64.

A. The Economic Structure of the U.S.: Myth and Reality. Thurman Arnold, David Bazelon, Emile Benoit, Oscar Gass.

B. National Security Institutions and Disarmament. Marcus Raskin, Richard Barnet, Arthur Waskow.

C. Innovation in American Education. Paul Goodman, Christopher Jencks. (This seminar will be primarily concerned with designing a model school system for a community of 150,000.)

D. Economic Development in Latin America. Harvey Perloff, Felipe Pazos, Jack Heller.

E. The New Politics. Arthur Waskow, Paul Goodman, Arthur Miller. (This seminar will be concerned with attempts through new forms of political action to cope with increasing "expertization" of policy-making and increasing "distance" between policy-makers and public. Recent attempts to institutionalize civil disobedience as a political technique, to encourage ideological politics within and outside the party structure, and to strengthen semi-secret organizations like the John Birch Society and the Black Muslims, will be examined. The seminar will be particularly concerned with the effect of size on political institutions and with recent efforts to revive face-to-face politics.)

F. Pathology of Society. David Rioch, Donald Michael. (This seminar will try to construct a model for diagnosing pathological behavior of various kinds in social and political institutions.)

In those cases where a Fellow feels that a particular study is too large to manage alone, the Institute will accept grants from private sources to enable the Fellow to bring in outside assistance on a temporary basis. The Institute will not accept grants or contracts from the federal government, for reasons explained above.

Three research projects are currently being planned for 1964:

1) A study of the role of Congress in coping with emerging national problems over the next two decades. The study will cover four areas--arms control and disarmament; automation, unemployment, and leisure; education; relations with supranational institutions such as the World Court, the OECD and the UN. In each area an effort will be made to formulate emerging problems, to determine what response, if any, the Congress will need to make, and to determine how Congress, given its present traditions and composition, might best equip itself to cope with the situation. The study will not concern itself with such questions as whether Congress is administratively efficient, but will rather focus on how Congress can deal with critical social problems. Whether any common recommendations will emerge from study of these diverse areas will therefore be an open question, although the investigators in each area will collaborate closely with one another.

2) A study of the Alliance for Progress is being planned which will try to analyze the various organizations which have a stake in the Alliance, both in the U.S. and in Latin America. An effort will be made to evaluate various institutional arrangements in terms of past success and failures. In addition the investigators will look closely at such assumptions and slogans as "self-help" and "evolution through democratic processes," connecting these where possible with the administrative reality. The Alliance will also be treated as a case study of relationships between developed and underdeveloped countries.

3) A study of the problems and opportunities involved in "fire-house" research on public responses to crisis situations, under a grant from the Society for the Psychological Study of Social Issues.

Students at the Institute will be permitted to participate in all seminars. They will also do independent research of their own, with tutorial guidance from one of the Fellows. The Institute will arrange for students to work part of the time they are in Washington in congressional and executive offices and other policy-shaping organizations in Washington. Such work will normally be related to the studies of the student.

Seminar for Congressional Assistants. This seminar was successfully initiated at the Peace Research Institute in 1962 to acquaint congressional staff members with scholarly thinking on a variety of complex problems such as military strategy, economic policy, and related matters of national security policy.

Finances

The Institute is a non-profit, tax-exempt educational institution incorporated in the District of Columbia. It is supported by foundation grants, private gifts, and the associated universities.

LIST OF PROPOSED ASSOCIATE MEMBERS OF SEMINAR*

Hannah Arendt

Frank Tannenbaum

C. Vann Woodward

Abram Kardiner

Ralph Bunche

Gunnar Myrdal

Gustave Weigel

Oscar Lewis

Bruno Bettelheim

Steven Currier

Jean Paul Sartre

Ralph Ellison

Richard McKeon

Milton Konvitz

Bob Moses

Leopold Senghor

James Farmer

Bayard Rustin

Leon Keyserling

Mary Kohler

* The above are being invited by the Institute for Policy Studies to contribute working papers to the Civil Rights and Racial Conflict Seminar, Washington, D.C., 1964.

LIST OF PROPOSED RESIDENT SEMINAR PARTICIPANTS*

Clyde Ferguson, Dean, Howard University Law School

William Taylor, General Counsel, Civil Rights Commission

Congressman Robert Kastenmeier

Congressman Charles Weltner

Hon. Justice Wm. J. Brennan, Supreme Court

Hon. Judge Skelley Wright, Judge, U.S. Circuit Court

Hon. Judge David Bazelon, U.S. Circuit Court of Appeals

Harold Fleming, Director, Potomac Institute

Nicholas DeB. Katzenbach, Deputy Attorney General, Justice Department

Bill Moyers, White House

Toni Chayes, Lawyer

Jack Conway, Executive Asst. to President, Industrial Union Dept., AFL-CIO

Howard K. Smith, American Broadcasting Company

Father Gustave Weigel, Woodstock College

John Feild, Former Director, Pres. Committee on Equal Employment

Berl Bernhard, Lawyer, Former Staff Dir., Commission on Civil Rights

Dr. Hylan Lewis, Washington D.C. Health and Welfare Council

Stokeley Carmichael, Student Non-Violent Coordinating Committee

David Rusk, Asst. to Exec. Director, Urban League

Jay Rockefeller, Department of State

William Brammer, Novelist

* The above are being invited by the Institute for Policy Studies to participate in the Resident Seminar on Civil Rights and Racial Conflict, Washington, D.C., 1964.

(War?)

BA - would you please write for items 3 & 4 if they are available Love DA

Institute for Policy Studies

1900 Florida Avenue, Northwest, Washington, D. C. 20009 (202) ADams 4-9382

August 1965

To Friends of the Institute:

We are enclosing a tentative sketch of our present plans for the Institute's next year. We are finding our basic approach to the examination of policy issues and the creation of fresh alternatives both exciting to us and, we think, successful in practice. We plan to continue on much the same path--with improvements, of course.

In the fall, we plan to begin sending you a series of reprints of articles by the Fellows of the Institute on public policy issues. They will be a way of calling to your attention some of the work of the Fellows, and may parallel your own work and thought. We hope that this series will prove useful to you, and we hope you will let us know how it might be made more so.

Best regards from all of us.

Richard J. Barnet

Richard J. Barnet
Co-Director

Marcus G. Raskin

Marcus G. Raskin
Co-Director

THE THIRD YEAR:
PROGRAM OF THE INSTITUTE FOR POLICY STUDIES 1965-1966

The research, project and seminar program for the academic year 1965-1966 will continue to include high government officials, judges, diplomats, students and Fellows of the Institute. It will attempt to fulfill a number of purposes:

1. Individual research and social invention of the Fellows
2. Analyzing of the policy process
3. Presentation of new ideas to the government and other policy-shaping institutions of the society, and showing how they can be implemented
4. Setting forth to the academic, governmental, and policy-shaping communities problems and remedies for study in statecraft and public policy

1. FOREIGN POLICY AND INTERNATIONAL RELATIONS

Arthur Waskow is engaged in a study of the problems of achieving and preserving a disarmed world despite the persistence of intense international conflict. His study will consider various conceptions of national interest and methods for achieving it in a warless world. Richard Barnet is studying the evolution of the American postwar ideology of "responsibility": i.e., how the U.S. policy of intervention developed and what its implications are for the future.

In connection with these projects, a seminar will be held on "U.S. Relations with the Developing Countries" which will consider what alternative policies the U.S. might take with respect to revolution, civil war, subversion, etc. Arthur Lall, formerly Indian Ambassador to the Geneva Disarmament Conference and a principal participant in the Laos Conference of 1961 and presently Professor of Public Law at Columbia University and Visiting Fellow of the Institute will direct the seminar with the assistance of Barnet and Waskow. The seminar will meet in the Fall as a discussion group among Fellows of the Institute, members of the State Department and White House, and representatives of foreign embassies to discuss aspects of their problem. In January the Seminar will be run primarily for Congressmen and their assistants. Experts on aspects of the AID, military assistance and other programs relevant to U.S. relations with the "developing world," both governmental and non-governmental, will be invited to address the seminar.

The Institute will also conduct four additional seminars on particular aspects of foreign policy. It will continue for the third year a seminar for Congressional Assistants on Defense and Disarmament. Various experts in and out of government will again discuss the problems and possibilities of disarmament and arms control as an alternative basis of national security.

Arthur Lall will also conduct a Seminar on International Negotiations. This seminar will consider the possibilities of using various machinery of diplomacy and international organization to deal with specific international disputes. The seminar, which will include diplomats and former diplomats, will evaluate some hypotheses on negotiation developed by Professor Lall in his forthcoming book. Professor Kenneth Boulding and Marcus Raskin will also assist in the direction of the seminar.

Professor Boulding, Professor of Economics and co-director of the Center for Research on Conflict Resolution at the University of Michigan, has also been appointed a Visiting Fellow for 1965-66. He will lead a seminar devoted to conflict theory. These discussions, which will be held monthly, are designed to acquaint Fellows of the Institute and invited participants from the government with the work on conflict theory now being carried on in the universities and to determine what applicability such theory may have for the solution of practical problems in international relations.

Harvey Perloff, Associate Fellow of the Institute and Director of Resources for the Future, Inc., will lead the seminar on Economic Development in Latin America with the assistance of Jack Heller, Associate Fellow. The seminar, which has met over the past year from time to time, will meet regularly to discuss conceptions of regional integration politics and economic planning developed by Dr. Perloff. Members of the OAS, AID, Congressmen and non-governmental observors of Latin American politics will participate.

The Military Establishment. (Bernard Fall, Marcus Raskin, Don Michael, Arthur Waskow, et. al.) Although there are several people at the Institute who have worked closely with the military establishment on strategic problems of arms control and the budget, the military establishment as a political and sociological phenomena has not been analyzed critically or with clarity. The Institute during 1965-66 intends to take advantage of the number of groups in Washington who can help in describing how the military views the American society, what its views its functions as being, and how it sets the limit of debate and policy in the national security area. This seminar will take up the question of accountability of the military structure and whether or not the last twenty years has seen the rise of a National Security State in which basic policy decisions of the society are made outside the political arena.

2. EDUCATION

Christopher Jencks is completing a study (with David Riesman) of changes in higher education in the United States during the past generation, The Academic Revolution. Marcus Raskin is working on a study of possible ways to broaden the meaning of "education" in American society, including the possibility of "sabbati-

cals" to enable citizens to return to school or other educational opportunities once every seven years. Some of these ideas will be discussed in a seminar on Education to be run by Congressman John Brademas, Jencks and Raskin. This seminar will be comprised of members of the House Education and Labor Committee and the Bureau of the Budget and will consider possible new directions for federal education policy.

In cooperation with the School of Criminology of the University of California and the California Department of Corrections, the Institute (principally Kotler, Jencks and Raskin) will continue its planning of a Prison College. The College, which will be located outside the prison walls, will be part of the California university system. The Institute will help plan the curriculum and structure of the proposed institution and will convene a panel of educators and correction specialists to advise on the project and to consider its possible application to other parts of the country.

Christopher Jencks and Marcus Raskin will continue their work with the Antioch College study of the Future of the Liberal Arts College. They are preparing papers on the public policy aspects of the liberal arts college to society.

The Institute will hold a conference which will bring together leading university deans and college presidents to consider changing the standards of admission to universities and colleges for individuals from deprived and segregated areas. This conference will examine present standards undergirding American university and college admission requirements which may be either unrealistic or unfair to particular groups and will recommend possible changes.

3. COMMUNITY ORGANIZATION

Milton Kotler is continuing to develop the theory of neighborhood foundations--incorporated, self-governing legal entities established in cities to undertake local projects. He will be developing the theory of the relationship between such self-governing units, outside professionals, and government, and will assist in the implementation of the neighborhood foundation concept in several cities. A Conference on Charters for neighborhood foundations is planned for the Fall. This conference of lawyers, persons interested in community organization, representatives of the Internal Revenue Service and the Office of Economic Opportunity, sociologists, church organizations will consider model charters from several viewpoints. Kotler is working on a study of the basic concept and its possible application to a series of specific projects such as a Neighborhood Zoo, a Neighborhood Academy, and a Neighborhood Ombudsman.

Donald Michael will be continuing his analysis of organizations responsible for planning and implementing the Poverty Program. In particular, he will continue to assist the United Plan-

ning Organization to plan its planning program. This activity provides a laboratory for studying the processes of institutional change and decision making under the pressures of social change. He is also conducting a seminar-game at UPO for UPO field and in-house personnel, aimed at improving field programs and at delineating research, evaluation, and long-range planning areas. In addition, he is working on the general problem of the nature of and criteria for humanistic decision making in an increasingly complex, technologized, and rationalized society.

4. THE FEDERAL ROLE IN THE NEW SOUTH

The South, including Southern Appalachia, is the most underdeveloped region of the nation. Robb Burlage, Visiting Fellow of the Institute, will undertake a social and economic analysis of the problems of the New South. He will examine some of the new forces in the South, including the Democratic Coalition in Texas, the Mississippi Freedom Democratic Party, and the Republican Party. This study of political forces will relate to rural reconstruction and the impact of federal programs in the South. In connection with this project, he will lead a seminar of assistants to Southern Senators and Congressmen, which will discuss a series of specific problems dealing with the administration of present federal programs and the possibility of new programs.

5. RURAL REDEVELOPMENT AND RECONSTRUCTION (Robb Burlage, Visiting Fellow)

General trends of American population have been toward the cities. This, as is argued, has led to overcrowding, slums, etc., while the towns and farms of the United States have become ghostly and impoverished. This seminar will attempt to see whether there are ways to rebuild small towns in the U.S. and whether subsistence farming can be put forth as a useful alternative to working in industry or in the service occupations.

6. LAW AND SOCIAL CONFLICT WORKSHOP

The Institute has begun a study of the state of the law in critical areas of social conflict to determine what the possibilities are for developing the law to deal with major social crises. Richard Barnet is undertaking a study of the law of housing, particularly with regard to the rights of tenants. This study will deal not only with the common law and the way landlord and tenant relations are actually dealt with in the courts, but also the possible approaches to legislative reform. In connection with this project the Institute will hold a seminar of Washington lawyers and social scientists concerned with housing conditions to consider various legal and political strategies for dealing with the major problems in landlord and tenant law. The seminar will support and assist action groups interested in making test cases in the area of housing on the basis of various legal theories considered in the seminar. New legal theories about property, damages, and other legal relationships as they relate to critical social problems will be considered. Princeton University Press has requested a book on the papers of the seminar.

7. YOUTH AND POLITICS

Arthur Waskow is engaged in a study of youth in American politics. In connection with his study, a seminar will be held to discuss the impact of generational differences on American politics, the relationship of new political forces to older ideologies, and particularly, the role of political action in the academic community. Jencks, Waskow, Raskin, Burlage, and Kotler will participate.

8. THE ADMINISTRATION OF MEDICAL CARE

Robb Burlage will complete his preliminary study of the administration of hospital care, with particular reference to the Trussell Plan in New York. He will continue his analysis of the role of the federal government in developing medical care through an intensive study of the Appalachian Hospital system. In this connection, he and Dr. Richard Kissick of the Office of the Secretary of the Department of Health, Education and Welfare will conduct a seminar on federal policy towards hospital development, which will include Washington hospital administrators and federal officials concerned with hospital care. The seminar will evaluate various parts of the country and will consider the possible role of the federal government in their planning and implementation.

OTHER SEMINARS, CONFERENCES, AND PROGRAMS

In addition to seminars related to the principal research interests of the Fellows some additional seminars may be given by Associate Fellows. Robert Eichholz has been appointed Senior Associate Fellow of the Institute. He will undertake to integrate the Associate Fellows' work more closely with that of the other Fellows of the Institute. Paul Goodman is planning a seminar on the use of language and rhetoric by the government in the national security area. He will analyze some of the problems of meaning in official documents and consider some of the reasons why modes of communication have developed as they have. The Institute will invite Charles Osgood, Professor of Psyche-linguistics at the University of Illinois and a group of his students to participate in the seminar-study.

The Institute has been discussing with the Jewish Theological Seminary the possibility of holding a joint conference on Ethics and Foreign Policy. The purpose of the conference is to consider how it might be possible to make the administration of foreign policy more responsive to ethical norms. It would consider whether it is possible to obtain agreement on a hierarchy of values in foreign policy, and if so, what is the interrelationship of morality and politics in the conduct of statecraft.

The Institute is also considering holding expert hearings on critical public policy problems. We are considering the

feasibility of constituting a board of experts in a particular area, and calling witnesses which will involve scholars from associated universities.

UNIVERSITY ASSOCIATIONS

Antioch College, the University of California at Berkeley, Cornell University, the University of Illinois, and Reed College are now Associated Universities. We hope to have students from these institutions during the next academic year. It is hoped that students would work part-time in government offices related to their research interest and spend the rest of the time in a tutorial relationship with one of the Fellows of the Institute. The Fellows will also be lecturing at the Associated Universities. In addition, the Institute and the Universities will be cooperating on projects as we are now doing with the University of California (Prison College) and with Antioch (Future of the Liberal Arts College Project).

STUDENTS

During 1965-1966 the Institute hopes to meet its needs and those of the society by developing its student program. On a full-time basis there will be 20 students from Associated Universities and other universities at the Institute. The Institute has embarked on a program to receive scholarship aid for its students. In the past, students received pay for half-time work in a government or policy-shaping organization. During the 1965-1966 year the Institute intends to place most of the students in Congressional offices but to be able to provide funds for them so that the Congressman or Senator will not have to pay. This program will cost approximately $30,000, based on 20 students. If the money cannot be raised, the students will find their own jobs with Institute help.

STUDENT SEMINARS

Students of the Institute will be required to attend a seminar once a week which will meet for two hours. Problems of their work and research will be discussed. Lectures from time to time will also be given at these seminars by Fellows of the Institute and papers will be presented by the students to the seminar. If the Institute has more than 15 students the seminar will be divided into two sessions.

CROSS REFERENCE SHEET

NAME OR SUBJECT

"I" GENERAL

REGARDING

INDEPENDENT SCHOOLS TALENT SEARCH PROGRAM
Boston, Massachusetts - Mr. Donald Harris

"remember our offer of making these offices your Atlanta headquarters at any time"

DATE

11-7-66

(SEE)
NAME OR SUBJECT

"HA" GENERAL

See D. J. Gen.

April 28, 1967

Miss Dorothy Reed
Interdenominational Theological Center
671 Beckwith Street, S. W.
Atlanta, Georgia 30314

Dear Miss Reed:

As per your request today I am enclosing a copy of Mr. Paul Anthony's biographical data.

Sincerely,

(Mrs.) Mildred M. Johnson
Secretary to the Director

MMJ
Enclosure - 1.

CROSS REFERENCE SHEET

NAME OR SUBJECT

GENERAL "I"

REGARDING

Lteer from McNeill Smith to Mr. Joh Ehle, Stouffer Foundation, Winston Salem, N.C. regarding Independent Schools Talent Search Program

DATE

6=28-67

(SEE)

NAME OR SUBJECT

BOARD Section of Files

McNeill Smith

File
gen

March 19, 1968

Mr. Mark Israel
72 Willowdean Avenue
Boston, Massachusetts 02132

Dear Mark:

Thanks for the reminder. I do continue to remember your interests, though reminders are always good things.

Our planning relative to further servicing and support of the state councils is moving more slowly than I had hoped, and it will likely be several more months, at least, before we can tell what is to happen or deal with specifics.

In the meantime, the director of the Alabama Council on Human Relations, 303-A Foster Street, Auburn, Alabama 36830, has just resigned. That Council may be looking for a replacement (or it may plan to have no further staffed operation). I believe I recall you said you and your wife didn't want to be in the Deep South,

and Alabama is that. But should this not be the case, you might want to write the president of the Alabama Council, Mr. Joseph A. Gannon, 401 Karter Street, Huntsville, Alabama.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

MARK S. ISRAEL

March 9, 1968
72 Willowdean Ave.
Boston, Mass. 02132

Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth St., N.W.
Atlanta, Georgia 30303

Dear Paul,

I want to take the liberty of bringing to your attention, again, my strong and continuing interest in working for the Southern Regional Council, or for a state or local council on human relations. My desire to return to the South to work only increases the longer I work here.

Are there any employment possibilities on the horizon, however distant? Are there any developments of the idea of having a staff member of the S.R.C. working with a state council?

I want to keep my application near the top of your file.

I hope you are fine.

Best wishes,

Mark

Mark Israel

file "I" gen

June 17, 1968

Mr. Robert Swann, Field Director
International Independence Institute
RFD 1, Box 197 B
Voluntown, Conn. 06384

Dear Bob:

Would you please send to Mr. F. Ray Marshall, Chairman, Department of Economics, College of Business and Economics, University of Kentucky, Lexington, Kentucky 40506, all of the recent correspondence that you have sent me in regard to the land trust.

I would think that Ray Marshall would be an excellent name to place on your permanent mailing list.

Yours very truly,

James N. Wood, Jr.
Executive Assistant

JNW/km

Interdenominational Theological Center

671 Beckwith Street, S.W.
Atlanta, Georgia 30314

25 October 1968

To: Mr. Paul Anthony

From: Harry V. Richardson, Chairman H.V.R.
J. Edward Lantz, Co-Chairman J.E.L.
Convocation on "The Church and Violence in the Nation"

We are having a Convocation on "The Church and Violence in the Nation" at Interdenominational Theological Center next March. In preparation for this Convocation we are having a number of area studies made pertaining to various cities in our country.

We are thus inviting you to attend a luncheon, Wednesday, October 30, at Mammy's Shanty Restaurant. The luncheon will be complimentary and from 12:00 noon to 2:00 p.m. We are inviting you to serve as a committee to consider the possibility of having a study made on "The Church and Violence in Metropolitan Atlanta."

Please phone Carlton Secretarial Service - 577-4531 - and tell Mrs. Carlton whether or not you can meet with us.

Interdenominational Theological Center

671 Beckwith Street, S.W.
Atlanta, Georgia 30314

20 September 1968

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

I am writing to extend you an invitation to share in a Convocation we are having at I.T.C. in March 1969. Enclosed find a release setting forth salient features of the project.

I am inviting five or six persons to meet with me Wednesday afternoon, October 2nd, at 2:30 p.m., in the Faculty Lounge at I.T.C. The purpose of our meeting together will be to explore possibilities of forming a committee to make a study in depth of the church and violence in Metropolitan Atlanta and to write it up as a study contribution to the Convocation.

Please indicate on the enclosed card whether or not you can be present at this meeting. We should be able to adjourn by 4:00 p.m. I hope very much that you can attend.

Returned Sept. 23, 1968 accepting

Sincerely yours,

J. Edward Lantz

J. Edward Lantz

JEL:ec
Encl.

THE INTERDENOMINATIONAL THEOLOGICAL CENTER
671 DECKWITH STREET, S. W.
ATLANTA, GEORGIA 30314

FOR IMMEDIATE RELEASE September 17, 1968

Atlanta, Georgia. --- A nation-wide Convocation on "The Church and Violence in the Nation" is being sponsored by the Interdenominational Theological Center, Atlanta. It will be held in March, 1969.

A substantial grant, given recently to the Center by a major foundation, makes possible the Convocation and a study project related to it. The aim is to help churches and individual Christians think through the relationship of Christianity to violence and to formulate practical solutions to the crisis of uprisings in the nation.

The Convocation will be attended by 200 leading churchmen, both clerical and lay, delegated to represent various denominations and church bodies. Addresses will be delivered by outstanding authorities in subjects related to the theme, including both the proponents and opponents of violence, causes and cures for crime, alleviation of poverty, and the involvement of the churches as they confront social ills. Seminars will provide in-depth studies of such subjects as developing an adequate theology for the ghetto, the role of the parish minister, laws and law enforcement, aims and methods of black power.

The Convocation is being preceded by four comprehensive studies of the church and the crisis in selected areas of the country -- the northeast, the central west, the urban and rural south, and the far west. The findings of these studies will be reported to the Convocation and will form the basis for discussions in seminars.

(more)

Sessions will be held on the campus of the Center. They will be open to the public. The Convocation will be interdenominational, interracial and interfaith. Churches and related organizations will be given quotas and invited to select and send their own delegates.

The Convocation will be held March 11-14, 1969, March 14 being Charter Day for the Center. The studies and Convocation are part of the Center's Tenth Anniversary program. Dr. Harry V. Richardson, President of the Center since its founding in 1958 and now President Emeritus, and Professor J. Edward Lantz, of the Center's faculty, are serving as chairman and co-chairman respectively.

0000

January 2, 1969

Mr. Carlyle Marney
Director
Interpreters' House
Lambuth Inn
Box 36
Lake Junaluska, North Carolina 28745

Dear Marney:

I deeply regret that I will be unable to be with you January 13-14.

I hear so much about your work, especially from the Raymond Wheeler's who are certainly enthusiastic boosters of it.

Every good wish for the New Year.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

interpreters' house

LAMBUTH INN • BOX 36 • LAKE JUNALUSKA • N. C. 28745

December 12, 1968

Dear Friend of Interpreters' House:

Your interest in our second year of work makes us want you especially to attend our Annual Convocation, January 13-14, 1969, at Lambuth Inn, Lake Junaluska, North Carolina. Your presence would add immeasurably to our enjoyment and celebration of this significant year in a significant new approach to the principal needs of our time and culture.

We promise you significant discussions of a significant theme. Our guest lecturers:

Dean Krister Stendahl of Harvard
Dr. John D. Maguire of Wesleyan
Mr. William D. Moyers of NEWSDAY

You will be our guest at Lambuth Inn for hotel and meals. We particularly want you to sit in as friend and adviser at our Annual Meeting of the Board of Fellows. The convocation opens late Monday afternoon, January 13. The Board Meeting convenes at 5:00 on Tuesday. With all appreciation of our common concerns, we hope you will be with us.

Cordially,

Carlyle Marney

Carlyle Marney
Director

ANNUAL CONVOCATION INTERPRETERS' HOUSE

January 13-14, 1969

Lobby Reception and Registration 4:00-5:30 P.M.

Annual Dinner 6:00 P.M.

THEME: PILGRIM FAITH

As Memory
As Expectation
As Present Involvement

Lecturers

Dean Krister Stendahl, Harvard Divinity School
Dr. John D. Maguire, Provost Wesleyan University
Mr. William D. Moyers, Publisher, NEWSDAY

Schedule

7:00 P.M. Monday - Stendahl lecture and discussion
8:30 P.M. Monday - Maguire lecture and Moyers rejoinder, discussion
10:00 Adjourn

9:00 A.M. Tuesday - Stendahl lecture and discussion
10:30 A.M. Coffee
11:00 A.M. - Maguire lecture and Moyer rejoinder, discussion
1:30 P.M. Tuesday - Stendahl lecture and discussion
3:00 P.M. Tuesday - Maguire lecture and Moyers rejoinder, discussion
4:30 Adjournment

ANNUAL MEETING: BOARD OF FELLOWS

5:00 P.M. Tuesday
6:30 P.M. Dinner
7:30 P.M. Closing Session of Board

Accommodations: All Fellows and Guests -- Lambuth Inn

SPECIAL GUESTS
RESERVATIONS
ANNUAL CONVOCATION -- INTERPRETERS' HOUSE
JANUARY 13-14, 1968

I expect to attend the Convocations of Fellows at Lambuth Inn, January 13-14, 1969. Please reserve room for January 13-14:

Single_____ (We assign roommate.)

Double_____ (My wife will accompany me)

I will be driving and expect to arrive at Lambuth Inn by 4:30 on the 13th_____. I expect to come by air (Asheville Airport) and would like to be met at _____ on January _____, _____Flight No._____.

SIGNED_____

ADDRESS_____

_____

April 2, 1969

Dr. Harry V. Richardson
Interdenominational Theological Center
671 Beckwith Street, S. W.
Atlanta, Georgia 30314

Dear Dr. Richardson:

We would like the permission of the Interdenominational Theological Center to print and distribute the "Atlanta Area Study on the Churches' Response to Violence," which was recently presented at ITC. The study was written by Robert E. Anderson of the SRC staff.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

THE NATIONAL CONVOCATION ON
"THE CHURCH AND VIOLENCE IN THE NATION"

DR. HARRY V. RICHARDSON, DIRECTOR
PROF. J. EDWARD LANTZ, CO-DIRECTOR
PHONES: AREA 404 - 577-4531; 525-5926

Sponsored by
THE INTERDENOMINATIONAL THEOLOGICAL CENTER

671 BECKWITH STREET, S. W.
ATLANTA, GEORGIA 30314

May 8, 1969 VBA
MJ-file

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia 30303

Dear Paul:

I have tried numerous times during the past couple weeks to contact you by phone and have failed each time.

Dr. Richardson said you had called him regarding printing the report of the Atlanta Study Committee on violence. Dr. Richardson asked me to call you and discuss the matter with you.

We have not yet made any decision on the overall use of the material that was presented at the Convocation on "The Church and Violence in the Nation." At the closing session of the Convocation those assembled recommended that we select a small committee to discuss and make decisions regarding next steps that should be taken. This has not yet been done and the main reason is that Dr. Richardson has been called to New York for special duty with the United Negro College Fund. We cannot very well move ahead on this until we have the benefit of his direction.

I would say, go ahead and print the material if you want to use it in your publication so long as you have the publication copyrighted to protect its use. We have not copyrighted the material and we do want to be careful of its use until such time as we either copyright it or make a decision to let anyone use it who wants it without copyrighting.

Mrs. Knox told me you would be back in your office Thursday. If you would care to give me a ring--or have lunch with me--I will be glad to discuss the matter with you. My remarks have to be somewhat general now for I do not know specifically how you plan to use the material, nor indeed exactly what material, although I believe it is part or all of the report that Oscar McCloud's committee prepared.

Cordially,

J. Edward Lantz

JEL:ec

See in "Gen. International Independence Institute

VITALIZING A THIRD FORCE IN UNDERDEVELOPED AREAS

file

ROBERT THEOBALD
JEAN SCOTT

400 CENTRAL PARK WEST • NEW YORK • NEW YORK 10025

CABLES. DEVELOPAID, NEWYORK RIVERSIDE 9 • 1322

Mr. Paul Anthony
Southern Regional Council
5 Forfyth Street, N.W.
Atlanta, Georgia

Dear Mr. Anthony:

Larry Shultz of the National Council of Churches gave me your name as one who might be very interested in Info 68, a rapidly developing program to provide the country with nonpartisan information on the six major domestic problem areas: education, youth and the generation gap, health, poverty, urban living, and human rights.

It is becomming increasingly clear that the current trends toward helplessness, frustration, and the ensuing violence are eating deeply into the fabric of our society. Unless people are given some valid non-violent options for the future, frustration and violence will continue to escalate.

Wilbur Cohen, Secretary of HEW, stated in response to a question about the degree of Congressional awareness of "the emergency that this country finds itself in": I have always felt that Congress, at a given moment, pretty accurately reflects the majority opinion. But I think what you need as the present time is a new majority opinion. That new consensus will come about only when you have a new realization of what the potential solutions to these problems are. That's what we have to get in the coming months, it seems to me..." This is what Info 68 is all about.

A detailed description of the entire Info 68 program to date is enclosed. My sense of things is that we are working for a lot of the same things and that it might be helpful to explore how we could work togther.

Sincerely,
Beryn Roberts
Beryn Roberts

INFO 68

This document provides basic information about schedule, activities, etc. for INFO 68 which is designed to develop and circulate non-partisan information for action about the issues in the 1968 election campaign.

SCHEDULE

July 10-12. Conference entitled INFORMATION FOR ACTION to be held in New York, bringing together leaders in religion, civil rights, voluntary agencies, education, labor and business as well as representatives of cities across the country. The conference would open on the morning of July 10 with a briefing session which would provide basic data to the mass media and those in various existing groups and agencies who wished to inform their members of the potentials being developed by INFO 68. A manual, specially developed for the purpose, will be distributed at the conference.

July 16-August 26. Six successive one-week periods will be given over to considering six specific problem/possibility areas in the order listed below. Activity will be concentrated in New York: the summer period will be used in all other areas for planning the fall series of events: such pre-planning took place in New York during the months of May and June. The manual to be distributed at the July 10-12 conference will provide a basis for such planning.

July 16-22: EDUCATION. "Quality education," neighborhood control of schools, new understanding of mental development and learning processes.

July 23-29: HUMAN RIGHTS. The present debate over law and order and the new debate over a range of human rights, including those of access to resources and meaningful activity.

July 30-August 5: POVERTY/INCOME RIGHTS. Present welfare patterns, wider availability of jobs through new programs, new forms of income maintenance.

August 6-12: HEALTH. Health care as a privilege or a right. The meaning of mental health and illness. The new medical and life extension techniques.

August 13-19: YOUTH AND THE GENERATION GAP. The draft, drugs, lowering the voting age, university and high-school attitudes, the new world-view of the young.

August 20-26: URBAN LIVING. Unsatisfactory housing patterns, pollution and the issues raised by the necessity for man to live within environmental restraints.

The activity in New York City will concentrate on producing a model which will be of significant help to other cities later in the year and also developing written and audio-visual material which can be used nationally. Special arrangements are being worked out to ensure that the wide range of interested organizations, regions, and cities receive the material thus created in time for use throughout the country during the fall. The techniques to be used in New York City will involve several elements:

1. Massive use will be made of the talk shows on radio and TV in the city. A list of 15 names will be prepared, some of them people with reputations in the given problem/possibility areas and some of them involved in particular developments and controversies. These people will then be offered to the various talk shows

through a firm specializing in this work. It is estimated that there should be some 30 appearances or more each week. Wherever possible INFO 68 would be specifically identified on each show.

2. Some of the most significant responses to the INFO 68 are emerging within the arts field. Much of the activity will occur in the streets--two particular plans are for multi-media presentations and for INFORMS. The latter, a street manifestation, involves people moving from place to place carrying blown-up photos mounted on poles. When the group arrives at a suitable spot, the photos are set down in a pre-planned set of positions: the people disappear behind an unbroken wall of photos and other supporting material which dramatizes a problem/possibility.

3. A number of significant special events will be planned for each problem/possibility area. These will grow out of the special characteristics of each week.

4. Techniques will be developed to ensure that those persons who are turned on by INFO 68 or a special problem/possibility will be provided with an opportunity to continue to deepen their involvement. The exact methods which develop will depend substantially on the individuals and organizations who become involved within New York City.

August 27-September 8. Labor Day Period.

September 9-16. This week will be devoted to dramatizing the shift now taking place from the industrial phase of the agricultural era to the cybernetic era. One specific activity already planned is a small conference entitled CULTURE STAGE THREE which will bring together those involved with this topic: the thinking of the conference will be widely disseminated through all possible media but it is not expected that spot news will be generated. In addition, many activities will take place in the arts.

September 17-October 28. There will be simultaneous activity in a number of regions and cities concentrating on each of the problem/possibility areas in the same order as for the summer series. It is expected that the styles of each region and city will vary substantially because of local initiatives and different adaptations of ideas which have been developed in various parts of the country and communicated through INFO 68. Significant planning is already taking place in Chicago, Minneapolis, and Philadelphia as well as New York.

INFO 68 recognizes the certainty of major strains and the possibility of massive disorders this summer which will tend to disrupt all normal activities. INFO 68 activities should only be cancelled or postponed when there is absolutely no other choice. Activities will take place incorporating national and local events.

PRODUCTION OF MATERIAL

Written. A 5000 word statement will be produced written in language and style suitable for a person with a 10th-12th grade education: such a document need not, if well drafted, be too simplistic for those with university educations. The document would contain a first section designed to state the areas of agreement about the problem/possibility under considerating and a second section summarizing the present range of political issues presently being considered. This document should stand on its own and wide circulation would be sought.

Books will be available in the Dialogue series for each of these problem-possibilities (those on youth, poverty, and education are already in print.) Books are available from Bobbs-Merrill ($1.25@).

Audio-visual. It is hoped that videotapes and films will be produced for each of the problem/possibilities. The material will range from the filming of actual discussions under INFO 68 sponsorship, through documentaries to dramatizations using "name" actors. Wherever suitable, audiotapes of the material would be made available in both regular and cassette forms.

DEVELOPMENT OF SUPPORT

National support for INFO 68 will be generated through two routes:

1. Existing organizations, agencies, groups will be provided with news and feature material which they can inforporate into their existing means of communication to their members.

2. Individuals will be asked to draw together a consortium of concerned people and groups in order to set up a task force to create and support INFO 68 activities. Those who set up this first meeting do not commit themselves to taking any particular part in the long-run organization of INFO 68 for the skills involved in drawing people together do not necessarily mesh with those involved in long-run organization.

Comprehensive lists of supporting organizations and individuals will be available around the end of June. Arrangements for support are presently being explored with representatives of the three faiths, many Protestant denominations, several voluntary organizations, and individuals from business, labor and education as well as the National and New York Urban Coalitions. INFO 68 is not a new bureaucratic organization. Rather, it aims to magnify the effectiveness of individuals and organizations by putting them in touch with each other and creating new possibilities and potentials.

A special task force of people skilled in advertising and public relations has been formed to work on the issues raised by the urban crisis and its members will work with INFO 68. Intensive conversations are proceeding with those interested in "training" for this type of activity as well as research on its effects. Task teams for radio and television as well as the arts are expected to be created in the immediate future. A team to work on New York activities has already been formed.

A number of talented and capable young people have committed themselves to join a central team which will be responsible for liaison between all those involved in INFO 68. Robert Theobald has agreed to work full-time until the completion of activity. Most central team members are university students and they are committed to adapting materials produced so that they will be suitable for use during the 1968-69 school year.

INFO 68 will receive and communicate written and audio-visual material on a national basis during the whole period of its operation. Please communicate queries and materials to:

INFO 68, Suite 19H, 400 Central Park West, New York, N.Y. 10025
Tel. 212-749-1322.

INFO 68

Recent events have made it clear that this summer will be a critical one in our history. We can anticipate more civil disorder and more polarizing confrontation between persons of divergent views. Caught in the middle, millions of Americans are increasingly confused by the bombardment of views from left and right and increasingly hopeless about their ability to continue to live with the present social and political community. A majority of Americans, weary of the way things are going, but unable in the present chaos to see clearly what their options for the future are, must have information about the domestic issues before them. If this information is not forthcoming, they may well lose what little confidence they still have in their ability to affect the political system.

To provide information at this moment in history, two things are necessary. First there must be large numbers of persons available to work together to provide the essential information. Second, new ways must be found to present the information so as to inspire interest and confidence rather than apathy and the all-too-present sense of helplessness.

To meet this enormous challenge of coordinating the vast array of information available and to present it in new and exciting styles, INFO 68 has been formed. INFO 68 is a response to the lack of a useful nonpartisan presentation of information about the possibilities of the future and the reality of the present. Its style is one of creative presentation of this information to a wide audience.

The national program will be coordinated by a team of young people with a broad range of skills--organizational, political, economic, communicative arts, creative arts, advertising--all seeking to implement this new style of nonpartisan political action. Working closely with them are a number of persons and groups

with specific expertise regarding the issues that confront us this political year. Individuals and organizations with projects already working in these issue areas will be rought into the program to serve as models for future action.

INFO 68 will be officially launched at INFORMATION FOR ACTION, a conference to be held July 10-12, bringing together leaders in religion, civil rights, voluntary agencies, education, labor and business as well as representatives of cities across the country. After a briefing session on the morning of the 10th, those attending the conference will be introduced to the wide range of techniques and new models for information presentation that may be utilized in any community where persons wish to organize INFO 68.

Following this introductory conference, the summer activities in New York will begin, six one-week periods given to the presentation of information on six specific problem-possibility areas--education, human rights, income/poverty, health, youth and urban living.

In the week of September 9-14, attention will be focussed on the implications of the transition from an industrial age to the cybernetic era. Following this introductory week, the fall series of activities in cities and regions across the country will begin. Again, this will be six one-week periods given to the presentation of information on specific problem-possibility areas.

Further information concerning INFO 68 can be obtained from INFO 68, Suite 19H
400 Central Park West, New York, N.Y. 10025. Tel. 212-749-1322.

file

A PROSPECTUS

for an

EDUCATIONAL INSTITUTE ON RACE RELATIONS

Sponsored by
The Jefferson County Coordinating Council
and the Institutions of Higher Learning of Alabama

Need for an Educational Institute. No problem is more troubling to southern people at the present time than the problem of race relations. There has never been so much need for patience and forbearance - and character - among the leaders of both racial groups. And there has never been so much need for knowledge.

Believing that knowledge and understanding must provide the basis for our thinking about our racial problems, the Jefferson County Coordinating Council, through its Interracial Committee, and the institutions of higher learning of the state have undertaken to organize an educational institute for Alabamians of both races.

The nature of the Institute is described below. Its educational purpose and quality are attested by the subjects of the lectures and discussions, by the character of the speakers invited to participate, by the prestige of the sponsoring institutions and agencies, and by the quality of the directing Boards of the Interracial Committee and the Coordinating Council, the names of the members of which are appended to this description of the Institute.

Theme of the Institute. It is the plan of the Council and the Organizing Sponsors that the lectures and discussions of the Institute revolve around the theme "Negro Progress in Alabama and Its Effect upon Race Relations". This theme is chosen in the belief that both white and Negro Alabamians need to know what the condition of Negroes in Alabama is (i.e., their status in the economy, in education, in health, in housing, in recreation, etc.), the extent to which the present condition represents progress and improvement over the past, and the effect of this improved condition upon the relations between the races.

It is the intent of the Sponsors that the lectures and discussions be entirely educational and factual.

Program of the Institute. The following program arrangments for the Institute have been agreed upon by representatives of the Council and the Organizing Sponsors:

1. The Institute is to be held on Thursday, March 31, and Friday, April 1, in the Spring of 1955.

2. The Institute is to be held at Birmingham-Southern College where a setting commensurate with the educational purpose of the Institute can be provided, and where meeting places for audiences of varying size can be available.

3. The meetings of the Institute will be of two sorts: (a) for each evening, a general lecture by a well-known speaker; (b) for each afternoon, several more specific and more narrowly defined lectures and panel discussions, arranged so that persons attending the Institute may be distributed over several smaller groups depending upon their special interests.

   Each afternoon session will be divided into two periods: 1:00-2:30 P.M. and 3:00-4:30 P.M. During each of these periods two meetings will be held simultaneously in classrooms or small lecture rooms; a person attending the Institute will be able to choose the meeting that best fits his interest.

Subjects and Speakers. A better indication of the nature and purpose of the Institute can be provided by a more detailed statement of the subjects of the lectures and discussions and of the kinds of speakers to be invited.

The first of the two evening sessions is to be given to a general lecture on the economic conditions of Negroes in the United States, in the South, and in Alabama. This lecture will include a description of the present economic status of Negroes, a comparison of this present condition with that of the past, an analysis of the relation of the economic status of the Negro to other features of his life - his education, his health, his housing, etc. - and an account of the way changes in the economic status of Negroes have affected race relations.

For this lecture the planning representatives of the Council and the Organizing Sponsors propose to invite Charles S. Johnson, President of Fisk University, a distinguished scholar, a moderate and thoughtful student of race relations, and a man who enjoys the confidence and respect of both the white and the Negro community.

The subject for the second evening session is to be the general one, "Progress in Race Relations". For the speaker on this subject it is proposed to invite Virginius Dabney, editor of the Richmond Times-Dispatch, and author of several notable books on the South. He is known widely and respected by leaders of both races for the reasonableness and idealism of his thinking about race relations.

omit and insert.

The program for the afternoon sessions is planned to include the following subjects and speakers. It is planned that about one-third of each of the hour-and-a-half sessions be given to general discussion by the audience under the leadership of the speakers and moderators.

A. Thursday, March 31, 1:00-2:30 P.M.

1. The Role of the Church in Race Relations
   (A discussion of the changes in the religious life of Negroes; an evaluation of the role played by churches, both Negro and white, in the relations between the races.)

Moderator: Paul L. Clem, Pastor, McCoy Memorial Methodist Church
Speakers: Arthur D. Gray, President, Talladega College
Lamar Jackson, Pastor, Ensley Baptist Church

2. Progress in Negro Health
(A description of the condition of Negro health and vitality in Alabama, the improvements that have occurred, the means by which progress has been made, the needs and problems of Negroes in this field.)

Moderator: George A. Denison, Public Health Officer, Jefferson County
Speakers: Robert A. Larbert, Greensboro, Alabama, former Associate Medical Director, Rockefeller Foundation
Eugene H. Dibble, John A. Andrew Memorial Hospital, Tuskegee, Alabama

B. Thursday, March 31, 3:00-4:30 P. M.

1. The Progress of Negroes in Alabama Agriculture
(An analysis of the status of Negroes in Alabama agriculture, the changes that are occurring, the problems Negro farmers face, etc.)

Speaker: Lewis Jones, Director, Rural Life Council, Tuskegee Institute

2. The Progress of Negroes in Business and Industry
(An account of the changes in Alabama and in the South in Negro participation in commerical and industrial activity, and an evaluation of the effect of these changes on race relations.)

Speaker: Mervyn H. Sterne, Senior Partner, Sterne, Agee and Leach; Chairman, Citizens Committee of the Jefferson County Survey

C. Friday, April 1, 1:00-2:30 P.M.

1. Negroes in the Political Process
(An account of the increase in the political participation of Negroes in the South and in Alabama; an evaluation of the effect of Negro participation on political issues and political action; an analysis of the effect of political participation on other aspects of Negro life - employment, housing, etc.)

Moderator: F. E. Lund, President, Alabama College
Speakers: J. E. Pierce, Professor of Political Science, Alabama State College for Negroes
Donald S. Strong, Professor of Political Science, University of Alabama

2. Negro Police and Law Observance
(An account of the experience of southern communities with Negro police; an evaluation of their use; an analysis of the effect of Negro police on law observance.)

Speaker
Warren Cochrane, Executive Director, Butler Street YMCA, Atlanta, Georgia

D. Friday, April 1, 3:00-4:30 P. M.

1. Negro Housing: Public and Private
(A statement of the condition of Negro housing in Alabama and an evaluation of the progress made in housing, home ownership, etc.)

Speaker: A. L. Thompson, Racial Relations Officer, FHA, Atlanta, Ga.

2. Progress in Education and Its Effect upon Race Relations
(A more detailed account of the changes in education and literacy in Alabama than would be covered in the more general speeches of the two evening sessions; an analysis of the significance of these changes for race relations.)

Moderator: J. F. Drake, President, Alabama A & M College
Speakers: F. D. Patterson, Phelps-Stokes Fund
Harvie Branscomb, Chancellor, Vanderbilt University

Sponsorship and Financial Support. The Jefferson County Coordinating Council has invited a number of the institutions, organizations and agencies of the local community and the state to join with it in sponsoring the educational institute outlined above.

These organizations invited to sponsor the Institute fall into two categories. The first, which might be called the Organizing Sponsors, includes the institutions of higher learning in the state. The Council has felt that planning and organizing an educational institute requires the cooperation of educational institutions; the success of the Institute depends upon their assistance and support. The Organizing Sponsors invited to participate in the planning and support of the Institute are:

Alabama A & M College
Alabama College
Alabama Polytechnic Institute
Alabama State College for Negroes
Birmingham-Southern College
Florence State Teachers College
Howard College
Huntingdon College
Jefferson Co. Coordinating Council
Jacksonville State College
Livingston State Teachers College
Miles College
Payne College
Spring Hill College
Talladega College
Tuskegee Institute
Troy State Teachers College
University of Alabama

The second category of sponsors includes a variety of groups and agencies, principally of Jefferson County, which may be presumed to be interested in the problem of race relations. Their interest and support are vital to the success of the Institute. Typical of this category, which is called the Associate Sponsors, are: leading churches of Jefferson County, the newspapers, the social agencies of the community, labor groups, teachers' and parent-teachers associations, civic clubs, women's clubs, and many others too numerous to list.

Sponsors of the first category, the Organizing Sponsors, will contribute $50 toward the support of the Institute and will receive twenty-five scholarships permitting the holders to attend all sessions of the Institute without cost. The Associate Sponsors will contribute $10 and will receive five scholarships. Other persons, not holding a scholarship from one of the sponsors,

will be required to pay a fee of $2 to attend the afternoon sessions of the Institute.

INTERRACIAL COMMITTEE

Jefferson County Coordinating Council

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Joe H. Brady
Dr. Louise Branscomb
Mrs. Henry C. Bryant
Rt. Rev. C. C. J. Carpenter
Robert Coar
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A. V. Wiebel
Henry Williams
L. J. Willie
Mrs. Hattie B. Witt

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Dr. I. F. Simmons
Dr. John Simpson
Mervyn H. Sterne
Arthur V. Wiebel

This letter sent to: Dr. Alexander Lesser, Association on American Indian Affairs
Mr. D'Arcy McNickle
Miss Helen L. Peterson, National Congress of American Indians
Mr. Stephen Carey, AFSC
Mr. Galen Weaver, Congregational Christian Churches
Will Campbell

February 13, 1958

Dr. Alexander Lesser
Association on American Indian Affairs
48 East 86th Street
New York 28, N.Y.

Dear Dr. Lesser:

Because of the interest of your organization in Indian affairs I am sending you a copy of a letter we recently received. It concerns the Choctaw Indian Reservation near Philadelphia, Mississippi. Apparently the situation there is deplorable.

I am writing a number of people who belong to organizations interested in Indian affairs with the hope that something may be done to investigate this situation. I am also writing to our former affiliated organization in the state of Mississippi.

Sincerely yours,

Frederick B. Routh
Assistant Director

Enclosure.

FBR:fcl

COPY

1322 South Parkway East
Memphis, Tennessee.

February 10, 1958

Dear Sirs:

I have just returned from a short stay at the Choctaw Indian Reservation near Philadelphia, Miss. I desire to bring to the attention of your organization the situation of these Choctaw Indians who number about 3000.

There are two organizations representing the Indians - the Federal Indian Agency staffed by local white people and the Indian Tribal Council made up of Indians only. Mr. Emmet York is chairman. He is elected.

The Indians suffer economic starvation as well as social starvation. They are segregated in their county and the Indian Agency accepts this situation.

Rev. Benson Wallace
R.R. 7, Box 27A
Philadelphia, Miss. is a Choctaw leader, also -

Mr. Emmet York
R.R. 7
Philadelphia, Miss. Council.

I hope your organization will explore this situation. There is a great need.

Sincerely,

Mrs. John A. Oscinach

February 13, 1958

Mrs. John A. Osoinach
1822 South Parkway East
Memphis, Tennessee

Dear Mrs. Osoinach:

Thank you for your letter of February 10th calling to our attention the deplorable situation at the Choctaw Indian Reservation near Philadelphia, Mississippi.

I have taken the liberty of forwarding a copy of your letter to a number of organizations which are primarily interested in Indian affairs. Some of them may be in contact with you. I am attaching a list of the people to whome I have written regarding this situation so that you may contact them further if you think it necessary. I have alerted the Executive Director of our former state affiliate in Mississippi of this situation.

Thank you for calling this to our attention. It is through reports from concerned people that we learn of much that must be done in the field of human relations.

Sincerely,

Frederick B. Routh
Assistant Director

Enclosure.

FBR:fcl

Persons contacted regarding situation at Choctaw Indian Reservation near Philadelphia, Mississippi:

Miss Helen L. Peterson
National Congress of American Indians
815 DuPont Circle Building
Washington 6, D.C.

Dr. Alexander Lesser
Association on American Indian Affairs
48 East 86th Street
New York 28, N.Y.

Mr. Stephen Carey
American Friends Service Committee
20 South Twelfth Street
Philadelphia 7, Pennsylvania

Mr. Galen Weaver
Race Relations Department
Congregational Christian Churches
287 Fourth Avenue
New York 10, N.Y.

Mr. D'Arcy McNickle
205 Devon Place
Bolder, Colorado

Mrs. R. S. Lyells, Executive Director
Mississippi State Council on Human Relations
P.O. Box 9096
Jackson, Mississippi

x Will Campbell

RECEIVED FEB 11 1958

orig & 5

1822 South Parkway East
Memphis Tenn.
Feb. 10 - 1958

Dear Sirs :-

I have just returned from a short stay at the Choctaw Indian Reservation near Philadelphia Miss. I desire to bring to ~~the~~ attention of your organization the situation of these Choctaw Indians who number about 3000 -

There are two organizations representing the Indians - The Federal Indian Agency staffed by local white people and the Indian Tribal Council made up of Indians only. Mr. Emmet York is Chairman - He is elected.

The Indians suffer economic

starvation as well as social starvation - They are segregated in their County and the Indian Agency accepts this situation -

~~The psychological situation~~

Rev. Benson Wallace R.R. 7 Box 27A Philadelphia Miss. is a Choctaw leader also -

Mr - Emmet York - R.R. 7 Philadelphia Miss - Council -

I hope your organization will explore this situation - There is a great need -

Sincerely -

Mrs. John A. Dowiach.

Memo

FROM THE DESK OF **FRED ROUTH**

19 Feb 58

To: HCF

This note is from the lady who wrote us about the Indians in Mississippi. It is in response to the letter I wrote her outlining what action we had taken.

FBR

MRS. JOHN A. OSOINACH - 1822 SOUTH PARKWAY EAST - MEMPHIS, TENNESSEE

Thank you for your immediate attention to my letter re - Croclans of Mississippi. By ~~your~~ hoping the confidence of the people can be raised by some economic aid ~~thru employment~~ in their own community - ~~Mr. Frazier of~~ Community life by which ~~people by~~ to develope their own industries - It's a long road - Thanks again - Cordially Rick Osoinach

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RECEIVED FEB 19 1958

Mr. Frederick B. Routh
Room 432 -
63 Auburn Ave N.E.
Atlanta 3 Georgia

ms-file

g. Pecoul

THE HIDDEN JOBLESS IN UNEMPLOYMENT STATISTICS

Unemployment statistics count people. They are not mere numerical summaries. The reality of people without work stands behind every statistic.

It is important, therefore, to understand that the life situations of people without work vary. It is equally important to ask if efforts to measure the number of so-called unemployed people are accurate and adequate in encompassing the whole range of types of people without work and not just some types. For example, some social scientists argue that present and proposed definitions of "unemployment" by the Bureau of Labor Statistics simply do not count many people who are in fact without work. Instead, many people are arbitrarily assigned to the category "not in the labor force" without reference to whether the persons in question desire work or need it. This issue-what is hidden from the public's eye because technical rather than common usage definitions of unemployment are used in labor statistics is the central concern of this study. If this nation is to provide adequate policies and programs to combat unemployment, it is necessary to have more accurate statistical measures of the reality of who is out of work and why. This paper surveys present sources of information and their inadequacies.

Existing Gap in Information

Three things must be considered when one looks at the unemployment rate. First, the rate for all people is exceeded by

much higher unemployment rates for specific groups of people. In July, 1966, for example, overall unemployment amounted to 4%. However, unemployment was substantially higher among some groups of people: women, 5.3%; nonwhite men, 8.1%; nonwhite women, 9.9%; male teenagers, 10.9%; and female teenagers, more than three times the overall rate, 14.3%.[1] In an evaluation of available labor-force information, the President's Committee to Appraise Employment and Unemployment Statistics headed by Robert Gordon, stated that "starting with what seem like reasonable definitions of employment and unemployment, we then need to classify in considerable detail the total population (above some given age) in terms of significant labor force characteristics. A great deal of such detailed information on the characteristics of both the employed and the unemployed is now published by the Bureau of Labor Statistis. . . . The public pays scant attention to this detailed information, and the same can perhaps be said of Congress, many officials in the executive branch, and economists in general."[2]

Second, there exists a separate group of people whose employment is not reflected by any rate. In an article for the Saturday Evening Post, Ben H. Badikian reports that the President's Council of Economic Advisers estimates there to be as many as"a million or more" unemployed people who are left out of official unemployment statistics.

Third, the difference between information about unemployed persons available nationally and for state and local areas is enormous. As Robert Gordon's Committee pointed out, it is possible to learn a great deal about the characteristics of the unemployed for the country as a whole from data published monthly by the

Labor Department; similar information about the unemployed in local areas is published only once every ten years in the decennial census. Consequently, "the statistics of total unemployment for local areas, which are becoming increasingly important with attempts to focus resources on specific regional deficiencies, remain one of the weakest parts of the overall system of labor-force statistics."[3]

This report examines the ways in which labor-force statistics are gathered, with special emphasis on those whose jobless rate is higher than the overall rate, the jobless left out of unemployment statistics entirely, and the jobless in state and local areas who cannot be specifically identified in existing data. Essential to an understanding of these groups is a thorough knowledge of how, and/by whom, statistics are gathered.[4]

I. Who Counts What?

The United States Department of Labor is the primary source for unemployment statistics. The department releases preliminary unemployment statistics to the press each month. The release is followed in a few weeks by much more detailed data which are drawn from three sources: (1) a Current Population Survey, conducted by the Bureau of the Census and analyzed and published by the Bureau of Labor Statistics (BLS); (2) an Employer Survey, conducted by the BLS and the Bureau of Employment Security (BES) in cooperation with State Employment Security Agencies;[5] and (3) Unemployment Insurance Statistics gathered by the BES and the state agencies.[6] All of this information is contained in Employment and Earnings and Monthly Report on the Labor Force.[7] In addition,

the BES publishes each month Area Trends in Employment and Unemployment which provides estimates of the total unemployment rate for major and smaller labor areas and which classifies these areas according to their labor supply.

THE CURRENT POPULATION SURVEY ("The Household Survey")

The first source of information contained in Employment and Earnings is the Current Population Survey (CPS) which is a survey of households.[8] A sample of about 35,000 households containing approximately 80,000 people 14 years or older is scientifically selected to represent all facets of the country's population. For statistical reasons, households are interviewed for 4 consecutive months, dropped from the sample for 8 months, and interviewed for 4 more months. About 550 intensively trained interviewers conduct the survey using a standard questionnaire. Each month, during the week containing the 19th day, interviewers question one person in each sample household about the economic activity of all persons aged 14 or over that took place the preceding week (the calendar week containing the 12th day of the month). Data collected from the questionnaires are then sent to Washington and transferred to computer tape. Technical adjustments (for example, to account for households which could not be reached) are made to increase the reliability of the statistics which are then made ready for publication.

All persons enumerated are classified as either in the labor force (in which case they are further classified as employed or unemployed) or not in the labor force. There are two kinds of labor force: the noninstitutional civilian labor force and the total labor force which includes all members of the Armed Forces. The household survey is limited to the civilian labor force. The un-

employment rate is found by dividing the number in the labor force (the employed plus the unemployed) into the number unemployed. At first glance, the definition of employed and unemployed ought to be quite simple. A man with a job is employed; a man without a job is unemployed. For the purpose of statistical measurement, unfortunately, the employed and the unemployed are not so easily defined. In an article describing the concepts used in the household survey, Ewan Clague, Commissioner of the BLS, mentions a few of the problems encountered in defining employment:

> Some groups are easy to classify. In July, 1961, there were about 57 million paid workers for a private employer or Government. However, there are individual business proprietors, farmers, self-employed professionals and others who work on their own--over 9 million altogether. . .There are some real borderline areas in employment. One is unpaid family labor--a wife helping her husband in his grocery store, or a farm boy working in the field with his father. . . Still another borderline area is the worker with a job who is not at work during the week of reference. . . .ill, on vacation, taking part in a strike, etc.. . . In each of the above groups are part-time workers. Some of these work only a few hours a day or a few days a week, but want no more work. . .other part-timers. . . want more work than they have.[9]

The Gordon Committee Report also indicates that the respective definitions of "unemployed" and "not in labor force" leads to a problem in assessing just how many people are without work.

With these problems of definition in mind, let us see who is considered employed in the Current Population Survey, as defined in Concepts and Methods:

> Employed persons ~~who~~ are all those who during the survey week did any work at all

1. as paid employees
2. or in their own business or profession
3. or on their own farm
4. or who worked 15 hours or more as unpaid workers on a farm or in a family business

and all those who during the survey week were not working and who were not looking for work but had jobs or businesses from which they were temporarily absent because of

1. illness
2. bad weather
3. vacation
4. labor management dispute
5. time off for other reasons

Excluded from the employed are persons whose only activity consisted of work around the house or volunteer work for religious, charitable, or similar organizations.[10]

Defining the unemployed presents even more difficulties. In early attempts to measure unemployment, those "willing and able to work, also had no job, were considered unemployed. Thoug seemingly a sensible definition, it presented certain problems: "This concept . . . did not meet the standards of objectivity that many technicians felt were necessary in order to measure not only the level of unemployment at one time but changes over a period of time. The criterion 'willing and able to work,' when applied in specific situations, appeared too intangible and too dependent upon the interpretation and attitude of the person being interviewed."[11] Seymour Wolfbein describes further difficulties inherent in the concept;

> The problem with the "able" and "willing" concepts, stipulating gheir validity and relevance to the definition of unemployment, was found to be in their precise definition. How is one to define ability to work? How

> is such a definition or determination to be made by an enumerator in the field?. . .
>
> During the depression, when jobs were at a premium, thousands of persons with physical disabilities found it just about impossible to find employment. A few years later, when workers were at a premium, these handicapped workers were employed in defense industries. Ability to work turns out to be a subjective matter varying with the person or with the business cycle.
>
> Much the same can be said for "willingness to work." Again, virtually everyone reports himself as willing to work. . .The problem is that again this is a subjective matter, almost impossible to assess by an enumerator and obviously related to such complex factors as where the job might be, work hours, and pay.[12]

Consequently, "the classification of an individual was to be dependent principally upon his actual activity within a designated time period, i.e., whether working or looking for work, or doing something else."[13] The household survey, according to Concepts and Methods, presently says:

> Unemployed persons include those who during the survey week did no work at all and
>
> 1. were waiting for work
> 2. or were awaiting results of efforts to find work during the preceding 60-day period (i. e., by registering at a public or private employment agency, writing letters of application, canvassing for work, etc.)
> 3. or were waiting to be called back to a job from which they had been laid off
> 4. or were waiting to report to a new wage or salary job scheduled to start within the following 30 days (and were not in school during the survey week)
> 5. or would have been looking for work except that they were temporarily ill or believed no work was available in their line of work or in their community.[14]

The concept of "not in the labor force" must be distinguished from the concept of "unemployed".

From Concepts and Methods we learn that

> Persons not classified as employed or unemployed fall into the category "not in the labor force" and are further described as
>
> 1. retired persons
> 2. persons too old to work
> 3. seasonal workers for whom the survey week fell in an "off" season and who were reported as not looking for work
> 4. the voluntarily idle
> 5. working as unpaid family workers for less than 15 hours in the survey week
> 6. waiting to start a new job not scheduled to begin until after 30 days[15]

In the household survey, a system of priorities is applied so that "an individual is classified in only one group".[16] For example, being in the labor force has priority over not being in the labor force; being at work has priority over being unemployed. Thus, "if a person did any work . . . during the survey week (that is, 1 or more hours for pay or profit), he is classified as 'at work' and is included with the employed, even though he may also have looked for work, gone to school, or done something else."[17] Next in priority is "looking for work" which has priority over "having a job but not being at work." Therefore, teachers who are unable to find summer work, and workers on strike from their regular job who are unable to find temporary work would be counted as unemployed.

THE EMPLOYER SURVEY

The second source of information found in Employment and Earnings is the Employer Survey. This is a survey of business establishment payrolls; it provides "current information on wage and salary employment, hours, earnings and labor turnover in non-farm establishments."[18] As Mr. Wolfbein notes, the Employer Survey produces economic indicators which are more reliable than comparable figures available from the Current Population Survey "because they come directly from employer payroll reports, with a geographic and industrial detail almost completely lacking"[19] in the household survey.(CPS). Like the household survey, the Employer Survey covers a specified time, the calendar week including the 12th of the month. Designed by the BLS and the BES, the survey questionnaire is sent to State Employment Security Agencies, which in turn mail the forms to the reporting establishments, Upon receipt of the completed forms, the state agencies record the data pertaining to their own state and labor areas, then send the forms on to the BLS for preparation of the national figures. This system of reporting is particularly advantageous in that the business establishment fills out only one form, while information on employment is gained for local areas, states, and the nation as a whole. Establishment reporting is based on a sample. Unlike the household survey, however, the Employer Survey "is not a probability sample. The generalizations cannot be made from it about the entire labor market. It has evolved over the years, to get as big a sample as possible among the larger organizations in most industries that account for most of the volume and change in employment."[20] The sample covers approximately 180,000 business establishments employing nearly 25,000,000 wage and salary employees. This includes "all

employees in the federal government (through the U. S. Civil Service Commission) and practically all employees of railroads (through the Interstate Commerce Commission)."[21]

THE STATE UNEMPLOYMENT INSURANCE SYSTEMS

The State Unemployment Insurance Systems constitute the third and final source of information found in Employment and Earnings. Each month, for the week including the 12th of the month, all unemployment insurance claims filed in the major labor areas and states are listed. Next to the number of claims filed is the rate of insured unemployment (the percent the insured unemployed are of the average covered employed plus the insured unemployed). The rate is shown for states only. Because the Unemployment Insurance System is designed to pay benefits, the definition of the unemployed differs from that used in the household survey and differs from state to state. To be eligible for benefits, an unemployed person generally must meet the following requirements: he must be actively seeking work, able to work, available for work, registered, and must have been in "covered employment" up to this point. The method of collecting monthly statistics found in Employment and Earnings has been our concern. The main sources of those statistics have been considered and analyzed. We now turn to what these statistics do and do not tell us.

II. WHAT THE COUNTS REVEAL AND HIDE

When we ask what the statistics can tell us about the unemployed whose condition is not adequately reflected by a single unemployment

rate, a problem arises. "In general, it is not possible to develop one or two overall figures, such as the number of unemployed, that will be adequate to describe the whole complex of labor market phenomena. Consequently, the Current Population Survey is designed to provide a large amount of detailed and supplementary data which are available for use in interpreting and adjusting the broad totals to meet a wide variety of needs on the part of users of labor market information."[22]

In July, 1966, the CPS provided the following information. The unemployment rate in July, 1966, was 4%; however, the rate for women was 5.3%, for nonwhite men 8.1%, for nonwhite women 9.9%, for male teenagers 10.9%, and for female teenagers 14.3%.[23] Furthermore, we find that unemployment among young job seekers (persons aged 16-21) not in school amounted to 9.1% for whites and 24.4% for nonwhites.[24] Rates among non-whites are generally double those of whites although total numbers in each category are usually the same. In many instances, the total number of whites is larger, in fact.

The July 1966 CPS also shows what kind of work an unemployed person last did and what percent his industry group is of all the unemployed. For instance, those who last worked at manufacturing motor vehicles and equipment represented only 2.1% of everyone unemployed in the country (that is, 2.1% of the 100% unemployed, which 100% are 4% of the labor force; however, the unemployment rate among these automotive workers only was 6.6%. In another instance, we learn that 17.6% of all the unemployed last worked in wholesale and retail trade; however the unemployment rate in this job category was 4.5%. Others last working in industry whose unemployment exceeded the overall rate were those in construction (4.6%), manufacturing food and kindred products (5%), and apparel

and other finished textile products (5.1%).

We also discover that 26.6% of the unemploued in July had had no previous work experience; 23.8% of those were teenagers.[25] Comparable rates for January, 1966, show 12.7% of the unemployed having had no previous work experience, 8.9% of which were teenagers.[26] The much higher July rate is explained by the large number of students, graduates, and end-of=the-year dropouts seeking summer or full-time work. In July, 12% of the teenagers seeking full-time work and 13.2% of those looking for part-time work were not able to find jobs. In addition, 1,048,000 teenagers took part-time work because they could not find full-time work.[27]

Unemployment by general type of occupation of last job held tells still another story. The unemployment rate for those who last worked in blue-collar jobs was the same as that for all workers: 4%. However, two specific kinds of blue-collar workers, operatives and nonfarm laborers, had higher rates: 4.6% and 6.1%, respectively. The unemployment rate for people who were last employed as service workers was 4.5%.[28]

Jobless rates are also provided according to marital status and household relationship. While 31% of all the unemployed are household heads, the unemployment rate for all household heads is 2.2%. Concurrently, relatives of the household head, not including wives, make up 51.5% of all the unemployed; the jobless rate among all such relatives is 9.4%. 2% of all the unemployed are living with but are not related to the head of the household; their rate of unemployment is 4.7%.[29]

Information about the duration of unemployment is also available in the C.P.S. In July, the average length of unemployment was 8.6%

weeks. 4.6% of all the unemployed had been without jobs for 11 to 14 weeks, 4.7% for 15 to 26 weeks, and 6.8% for 27 weeks or more.[30]

Further classifications in the data provide information about specific groups of the long-term unemployed. People last working in the mining, forestry, and fishery industries made up only .8% of the labor force and 2.3% of the long-term unemployed; 3.3% of them experienced unemployment in July. Of those unemployed, 23.8% had been without jobs for 27 weeks or more. Similarly, all 100% of the farmers and farm managers who were unemployed in July had been jobless for 15 weeks or more; 75% for 27 weeks or more. 6.8% of all those without jobs for 27 weeks or longer had had no previous work experience.[31] Similar breakdowns in the data show that unemployed nonwhites make up 11.4% of the labor force but 27.7% of the long-term unemployed (27 or more weeks). 13.7% of all those unemployed for 15 or more weeks were non-white males; 50.1% were white males.[32]

These statistics represent only a small part of the information available monthly from Employment and Earnings. Occasionally, supplemental questions are added to the regular monthly questionnaire which yield data about particular groups of people. Results of these studies are published in the Special Labor Force Reports. One such report is"Employment of High School Graduates and Dropouts in 1965." Table 2 shows that in October, 1965, the unemployment rate for high school graduates (aged 16 to 24) was 10.8% for whites and 26.9% for non-whites. At that time, 541,000 whites and 141,000 nonwhites (aged 14 to 24) has dropped out of school during the past 12-month period. About half of each group was in the labor force in October; 74,000 whites and 15,000 nonwhites were unemployed. Of the 682,000 dropouts, over half (54%)

were 16 or 17 years old and another 6 percent were 14 or 15. . . 14% of the youth enrolled in elementary or high school in October, 1965, were nonwhite, while 21 percent of the dropouts were nonwhite. . . School dropouts are more likely than high school graduates to be neither working nor looking for work. . .Nearly half (44 percent) of the boys and girls who were graduates, were not yet in the labor force, (and were not enrolled in college) were attending business or vocational schools compared with only 8 percent of the dropout boys and single girls . . . For boys, the unemployment rate for dropouts was nearly three times as high as for graduates; for the girls the rate for dropouts (26 percent) was 60 percent higher than the graduates' rate. In addition, the percentage of employed dropouts working part-time for economic reasons (slack work, job changing during the survey, material shortages, inability to find full-time work, etc.) was more than twice the proportion of graduates employed part time . . .The proportion of 1965 male graduates who were white-collar workers or craftsmen was twice as large as the proportions of dropouts than graduates were farm or nonfarm laborers in October, 1965. Young women graduates were more likely than dropouts to be clerical workers, while the dropouts were more heavily concentrated in blue-collar and service occupations.

In employment of High School Graduates and Dropouts Table $ reveals a striking relationship between family income and school attendance: 7.7% of all white high school graduates were from families whose annual income was less than $3,000. Of all nonwhite high school graduates, 28.3% were from families in this income group, as were 28.3% of all white dropouts and half (50.8%) of all Negro dropouts.[33] Again, these statistics represent only a small amount of the information obtained from the Special Labor Force Reports. In addition to dropouts, information is available on "Long-Term Unemployment in the 1960's" (No. 58), "Why Women

Start and Stop Working: A Study in Mobility" (No. 59), "The Unemployed: Why They Started Looking for Work" (No. 60), "A Portrait of the Unemployed" (No. 61), "Multiple Jobholders in May 1965" (No. 63), and "Marital and Family Characteristics of Workers" (No. 64).

INFORMATION NOT AVAILABLE

With a labor-force survey that is so inclusive, how is it possible that "a million or more" unemployed people are not counted as unemployed? Part of the answer perhaps goes back to the problem of concepts. The Gordon Committee notes that the "most difficult (conceptual) problems have to do with where to draw the line between those not working who should be called unemployed and those not working who should be excluded from the labor force."[34]

Part of the answer may also be found in the wording of certain pertinent questions on the survey questionnaire. The Gordon Committee explains: A person is asked if he or any other person (14 years or older) in his household did any work during the survey week. If the answer is no, he is asked if he was looking for work. An affirmative reply automatically puts him into the unemployed category with no further comment. Although he need not have looked for work during any specific time, it is assumed that in most cases the respondent understands that the question "Was (name) looking for work?" means "did the looking occur last week (the survey week)?" since the two preceding questions,[35] refer to a specific time, namely last week. Information concerning his awaiting results of applications for work made during the past 60 days is obtained only if volunteered.

Perhaps more importantly, information about those who were not looking for work because they were temporarily ill, or believed no work existed for them in their community or in their line of work is likewise recorded only if it is volunteered. Therefore, a person without a job who is not looking for work because of any of the above reasons, but who neglects to volunteer this information to the enumerator, is classified as not in the labor force rather than as unemployed.

TOWARD BETTER INFORMATION

The Bureau of Labor Statistics prepared a report for the Gordon Committee which described the test of a proposed change in he concept of unemployment.[36] It appeared as an appendix to the Gordon Report. An experimental set of questions was added to the regular questionnaire for the August 1955 CPS to test the new definition. An unemployed person would be one who was not working during the survey week but who wanted to work and had taken steps to find work within the past 2 months or was waiting to be called back to a job from which he had been laid off within the past 2 months.

Those who volunteered that they would have been looking for work except for indefinite layoff, temporary illness, or a belief that no work was available for them would no longer be counted as unemployed unless they had actually looked for work sometime during the past two months. "(1) persons reported as looking for work as a result of the regular questions were asked what they had done to seek work and when they last took steps to find work; (2) persons reported as neither employed nor looking for work (except those unable

to work) were asked whether they wanted to work for pay now, whether they had taken any steps to find work within the past 2 months, and when they had taken any such steps. Persons who said they wanted to work but had taken no steps to find a job within the past 2 months, were asked why they were not looking for work." It should be noted that no information for the last group of persons (those who wanted work but had not looked for work for the past 2 months) appeared in this appendix to the Gordon Report. Results of the test showed that the unemployed as defined in the new concept increased nearly 50% over those counted as unemployed according to the regular questions:

1. Looked for work within last 2 months.....3,219,000
   a) unemployed according to regular questions..2,218,000
   b) not in labor force according to regular questions.....1,001,000
2. Waiting to be called back to job, last worked within 2 months..... 85,000

The net addition of the new approach was 1,086,000 (lines 1(b) and 2), or almost 50 percent.

This appendix points out that of those classified as unemployed according to the new definition, 33% were teenagers and 53% were women aged 20 or over. Comparable percentages of teenagers and women among the unemployed according to the regular questions were 22% and 30%, respectively. The appendix further points to a difference between the unemployed according to regular questions in the test (2,218,000_ and the unemployed officially reported in August, 1955 (2,380,000). The difference--162,000--"represents persons who last looked for work more than 2 months ago, or who had taken no steps to find work because of indefinite layoff, temporary illness, or a belief that no work was available. It

must be remembered that these people were counted as unemployed only in the regular questions and only if the information was volunteered. How many more people without jobs who did not volunteer this information and were consequently classified as not in the labor force is impossible to determine.

THE MONTHLY LABOR SURVEY

Up to the time of the Gordon Committee Report, resources were not available to further test this proposed change in the definition of the unemployed. The Committee strongly recommended that further research be undertaken more clearly to define the unemployed. In a paper prepared for the September 1965 American Statistical Association,[37] there is a discussion of the research on labor-force concepts carried on as a result of the Committee's recommendations. Specifically, a new sample, called the Monthly Labor Survey (MLS) was inaugurated in April 1964. The MLS is conducted independently of the CPS and (using a different household sample) and differs from it only in sample size and the substitution of test questions in those areas under experimentation. None of the changes being tested in the MLS have to date been adopted by the CPS.

What are the changes presently being tested? With regard to the concept of employment, one small change in definition has been instituted. Those absent from their jobs during the survey week because of illness, vacation, bad weather, labor dispute, or personal reasons and who look for work during the survey week are classified as employed. The CPS presently counts them as unemployed if they were looking for work. A comparison of the experimental

survey (the MLS) with the official one (the CPS) shows that the employed would increase by less than 100,000 as a result of this change. Additional questions in the MLS yield still more detailed information about the full-time or part-time status of the employed. Others tend to produce a more accurate account of the number of hours worked during the survey week.

A description of MLS changes in the definitions of the jobless and those not in the labor force is preceded by the following remarks:

> There is, of course, no question but that the genesis of the Gordon Committee was the criticism of the measurement of unemployment. Much of the criticism at that time, and subsequently, reflects a fundamental misunderstanding of the nature and purpose of the statistics. The assumption underlying most of the attack on the statistics has been that unemployment must necessarily be equated with need or hardship, whereas the actual basis for the official statistics is that unemployment must be an accurate measure of currently available, unutilized manpower resources. Only by examining the regularly tabulated data on the characteristics of the unemployed is it possible to differentiate persons with very different kinds of unemployment and financial problems.

While this remark has considerable validity in one sense, in another it misses the point completely. Do we not need a regularly revised measure of need as well as a measure of unutilized manpower? At least, this question cannot be dismissed so lightly as it is in the above quotation.

With this in mind, let us see what changes in the definition were incorporated into MLS. Most of the following is from an outline in Research in Labor Force Concepts:

Unemployed according to CPS (official definition)	Unemployed according to MLS (experimental definition)
1. Persons not working last week but looking for work (time period not specified although it is assumed most people understand looking for work to pertain to last week only).	1. Persons not employed (i.e., not at work or absent from a job) last week who looked for work during the past 4 weeks and were available for work last week. Some definite work-seeking activity must be reported.
2. Persons waiting to start a new job within 30 days (unless in school).	2. Same--if available for work last week. Question wording more explicit.
3. Persons waiting to be called back from layoff.	3. Same--if available for work last week.
4. Persons who would have been looking for work except for temporary illness--if volunteered; no specific question asked or identification made.	4. Unemployed if actually looked for work within the past 4 weeks.
5. Persons waiting to hear results of a job application made within 60 days --if volunteered; no specific question asked or identification made.	5. Unemployed if actually looked for work within the past 4 weeks and were available for work last week.
6. Persons who would have been looking for work except they believed no work was available in their community or in their line of work--if volunteered; no specific question asked or identification made.	6. Not in the labor force.

An analysis of the results of the MLS test definition reported in Research in Labor Force Concepts shows that persons on temporary layoff averaged about 100,000 in both surveys. In

the MLS, the number of people on indefinite layoff was seen to vary seasonally. Their numbers averaged 100,000 a month from June through September, 1964; rose to 500,000 the following February; and fell back to 100,000 in May and June, 1965.

It seems plausible that use of the 4-week time period "increases the count of marginal workers among the unemployed." The average number of people seeking work for 4 weeks and still available for work in the MLS was 2.2 million. It is not possible to estimate the size of this group in the CPS. However, the June 1965 MLS showed that 650,000 persons who had looked for work for 4 weeks and were still avaialble did not look for work during the survey week itself. On the other hand, those eliminated from the unemployed because they were not available for work during the survey week, even though they may have looked for work that week and did seek work sometime during the past 4 weeks, numbered about 200,000 in January and about 1 million the following June. On the average, 85% of those eliminated were students.

The "discouraged workers" -- those who were jobless and would have been looking for work except for a belief that no work in their line or in their community existed for them -- are not classified as unemployed in the MLS but as "not in the

labor force." Since Research in Labor Force Concepts was written, steps have been taken in the MLS to find out about the "discouraged worker," for instance, "those out of work because of a seasonal lull, and those who believe they can't get work because of racial discrimination, lack of education, inadequate training, or experience." This information is very limited and incomplete, however. Until data resulting from the new questions recently added to MLS are available, it would seem difficult to estimate the size of this group or to arrive at any conclusion as to its effect on the total number of unemployed.

On the other hand, a great deal more information about all persons not in the labor force than is presently known in the CPS can be obtained from the MLS. One-fourth of the MLS sample is asked questions pertaining to those not in the labor force. Those who last worked within the past 5 years are asked why they left and in what industry and occupation their last job was. All are asked if they intend to look for work within the next 12 months. Those who answer "yes," "probably," or "maybe" are asked why they are not now looking for work. Averages for the first half of 1965 show that 15% of those not in the labor force plan to look for work next year. One-third of this group never worked previously. A little less than half had worked within the past year; one-fourth

of these had jobs that were terminated for economic reasons. 18.5 million persons not in the labor force (one-third) had worked within the past five years. Of these, the jobs of 3½ million people were terminated for economic reasons. Only 300,000 of these persons were adult men. Of the 8½ million persons planning to look for work, almost 5 million were in school, nearly all the rest were not presently in the labor force because of illness, family, or household responsibilities. This preliminary study also finds that 100,000 were not looking for work because they believed none was available for them ...but the methods by which this figure was established are still under review and the result is inconclusive.

The Bureau of Labor Statistics announced on November 22, 1966, that it would incorporate into the CPS these more precise unemployment and not in labor force criteria of the MLS in January, 1967. The following major changes from the present definitions of unemployment will be made:

1. The lower age limit for official statistics on employment, unemployment and other labor force concepts will be raised from 14 to 16 years of age.

2. To be counted as unemployed, an individual must be engaged in some specific job-seeking activity within the past four weeks. (An exception is made for persons waiting to start a new job in thirty days, or waiting to be recalled from layoff.)

3. To be counted as unemployed, an individual must be currently available for work.

4. Persons with a job will be classified as employed, even though they were absent from their jobs in the survey week and looking for other jobs.

5. New "probing questions" will be asked in order to increase the reliability of information on hours of work, duration of unemployment and the self-employed.

Moreover, more specific questions will attempt to increase information on persons classified as not in the labor force with special emphasis on their potential availability for work.

It is important to understand that this re-definition of unemployment attains precision by assigning the so-called "discouraged" workers and those who have health, family, or motiviational limitations to the "not in the labor force" category rather than to the "unemployed" category. Labor Statistics Commissioner Arthur M. Ross stated, "If and when we can develop accurate and meaningful data on the discouraged, it will be time to consider whether they should be included among the unemployed."

These new standards, therefore, are consistent with an aim cited earlier: to provide information on currently available, un-utilized manpower. At the same time, they ignore an issue raised earlier: the need for information on how many people

need jobs to assure their livelihood. By consigning the "discouraged" worker or even the curable sick worker to the "not in labor force" category and by not considering if these people constitute un-utilized manpower, i.e., unemployment, until more information is available, the Bureau of Labor Statistics will in effect confuse the popular understanding of unemployment, i.e., people without work. Even many of the well-educated and enlightened will tend to assume that unemployment rates reflect the needs of all those without work when in fact many without work will not be represented by unemployment rates but will be "hidden" by the concept "outside the labor force."

At the very least, and as a concession to common usage and public understanding, one would think that the Bureau of Labor Statistics would not use the term "unemployment" to characterize those to whom it now applies the term insofar as that group does not include the discouraged and the sick who would otherwise be immediately available manpower. Perhaps it could use "unemployed" to designate all those out of work who desire to work and then use subcategories of "immediately available," i.e., those to be counted as unemployed by the new CPS criteria and "potentially available," i.e., the discouraged, sick, etc.

Finally, those without work of age 16 and over who do not desire work could be designated "not in labor force" and characterized accordingly, e.g., incurably sick or disabled, students, family responsibilities, etc. Such a concession to common usage would do much to overcome the justifiable criticism made by AFL-CIO economist Nat Goldfinger in Business Week, December 10, 1966. Goldfinger charged that the proposed new changes will give a less sensitive economic indicator, will make what most people understand by "unemployment" appear to be lower than it actually is, and thus may mean that "public policy to combat unemployment may be seriously delayed." All this is at stake in the controversy over defining unemployment.

Determing Unemployment in States and Cities

All information for the household survey is for the nation as a whole; the Employer Survey, while telling us a great deal about employment in states and cities, tells us nothing about unemployment. For information on the unemployed in states and in local areas, then, we must turn to data from the Unemployment Insurance System in Employment and Earnings. As described in the Gordon Committee Report, "the unemployment insurance programs consist of (1) the State programs, administered as a Federal-State partnership, (2) the program for Federal Government

employees and for unemployed ex-servicemen, both of which are administered by the States as agents for the Federal Government, and (3) the program for railroad employees, administered by the Railroad Retirement Board. Together, these programs cover about 80 per cent of all nonfarm wage and salary employees and about two-thirds of the total labor force."[38]

The insured unemployed also include some part-time workers who receive partial benefits; these people would be counted as employed in the household survey. As we have seen, the Unemployment Insurance system covers about four-fifths of all wage and salary workers. However, all of the unemployed who last worked at jobs covered by the UI system are not necessarily eligible for benefits, and, consequently, are not included in the unemployment count. Among these are

1. those who failed to earn a minimum amount during a specified period (usually 52 weeks before the time of unemployment)

2. those who have exhausted their benefits and are still unemployed (length of coverage varies according to state laws; average time one may draw benefits is 26 weeks)

3. those disqualified because
   a. they make themselves unavailable for work
   b. they voluntarily quit their jobs
   c. they are judged ineligible because of misconduct
   d. they are engaged in a labor dispute

4. those who do not immediately or never file for benefits

A number of workers are excluded from UI compensation altbgether, and therefore from the count of the unemployed, because the jobs they last held were not covered by the UI system. These include, wholly or in part:

1. agricultural labor
2. domestic workers in private homes
3. unpaid family workers
4. the self-employed
5. employees of some state and local governments (coverage varies according to state laws)
6. employees of nonprofit organizations, (coverage varies; some enter voluntarily)
7. employees of some small firms (less than four people; again, coverage varies in different states.)

A final group excluded from UI coverage and therefore from its unemployed count consists of those entering for the first time or re-entering the labor force. All of these exclusions make clear why, in 1961, for instance, the houshold survey showed an annual average unemployment of 4,806,000; the average for the insured unemployed was 2,258,000.[39]

Earlier, we learned that Employment and Earnings provides each month a list of the number and rate of the insured unemployed by state and the number of insured unemployed for 150 major

labor areas. The Bureau of Employment Security gathers these and other statistics from reports of the State agencies and publishes weekly the number of claims by state in Unemployment Insurance Claims (once each month an appendix to Unemployment Insurance Claims gives information). In addition to the number of insured unemployed, these weekly reports list the number of initial claims for each state. "Initial claims are notices filed by those losing jobs covered by an unemployment insurance program that they are starting a period of unemployment. A claimant who continues to be unemployed a full week is then counted in the insured unemployment figure."[40]

The Gordon Committee Report says that these "initial claims are a sensitive indicator of emerging unemployment, and the availability of the series on all weekly basis makes it a very useful tool fpr cyclical analysis."[41] Information on both initial claims and the insured unemployed include former federal employees and ex-service men, but exclude former railroad workers for whom data by state are not available. In most cases data for the insured unemployed exclude those on extended benefits. The number

of claimants who exhausted their benefits is provided for some states. The rate for the insured unemployed given for states is the "number of insured unemployed expressed as a percent of average covered employment in a 12-month period ending 6 to 8 months prior to the week of reference."[42]

The weekly Unemployment Insurance Claims is supplemented each month by Unemployment Insurance Statistics which provides information for the insured unemployed by state on "benefit payment activities, employer contributions, appeals decisions, and disqualifications by issues; for selected industries and major occupational groups; and by claimant's age, sex and duration of unemployment."[43] No information is provided by race. The BES also publishes information aboiut the activities of State Employment Agencies in Employment Service Statistics. Data such as the number of job openings, new applicants, counseling interviews, and placements are given for each state by age, sex, industry, and occupation.

q The unemployment insurance statistics are of value in that they represent an actual count, as opposed to a probility sample, of unemployed people; they are

available on a weekly basis, and they provide the only data on the unemployed for state and local areas. One cannot criticize the UI System for failing to provide a full count of all the unemployed, for its function is not to measure unemployment, but to pay benefits to those who qualify for compensation. Nevertheless, the need for a more accurate measure of the jobless in states and local areas is evident.

The Gordon Committee Report explains why reliable state and local data are so important: "Since measures such as industrial production or gross national product are rarely available on a regional basis, it is usually necessary to rely on unemployment and employment statistics as the best available indicators of changes in business conditions in states and in local areas." Operational procedures of the Federal-State Employment Security systems "require intensive knowledge of local labor markets. Business needs . . . increase the demand for area labor-market data" for use in "the selection of plant locations, for the establishment of sales and marketing quotas, and for planning of advertising campaigns and manpower recruitment."

"Labor-market classification of local areas" is essential to "the operation of several Federal Government programs," as in, for example, the "small business loan program and Government procurement." Preference in Government buying is given to areas with "an unemployment rate of 6 per cent or higher."[44] Highest preference is given to those areas where unemployment exceeds the national average for a given period of time. Administration of the Area Redevelopment Act, the Manpower Development and Training Act, and the Economic Opportunity Act depends primarily upon as reliable and accurate an assessment of local labor-market conditions as can be found.

To meet this need, the Bureau of Employment Security has devised a systematic method for use by the State agencies to estimate total unemployment in local areas.[45] (Estimates for total employment as well as total unemployment must be made since the total unemployment rate is expressed as a percentage of the sum of both.) The estimates are based on available data. The base used in estimating total employment is the number of employees covered by unemployment insurance. Added to this base are estimates of noncovered employment, derived primarily from the

Employer Survey. The base for total unemployment consists of the insured unemployed in State and Federal programs. Added to this base are estimates of those who have exhausted their benefits, those disqualified from receiving benefits, and those who delay filing or nver file for benefits. Additional estimates are made for the unemployed last working in jobs not covered by the UI system -- those who were in small firms, nonprofit organizations, domestic service, self-employment, unpaid family work, and agriculture. Estimates of the number of new entrants and re-entrants to the labor force are also added to the base. These are totaled and divided into the work force (total employed plus total unemployed) to arrive at the estimated unemployment rate for local areas.

The estimated rates are published individually by the states (some states estimate total unemployment for each of their counties as well as for major labor areas and their state as a whole). Once a month, the Bureau of Employment Security publishes the estimated unemployment rates for 150 major labor areas and for smaller areas of substantial unemployment in Area Trends in Employment and Unemployment. All of these areas are further classified as having overall, low, moderate, substantial, or persistent

unemployment. Generally, the estimated rate of total unemployment, in addition to other factors, determines the classification assigned to each area.

It was the feeling of the Gordon Committee that although the Bureau was to be commended for its efforts to improve the estimating methods, "it is doubtful that the goal of uniformity [in the technique and interpretation involved in the estimating procedure] is always achieved in practice, for the method has to be interpreted by a large number of local analysts with varying degrees of ability and experience."[46] The Committee concluded that "the area estimates of unemployment as presently constructed have a range of uncertainty which is undesirably wide, particularly in view of the increasing operational uses being made of them."[47]

Revised techniques for estimating new entrants and re-entrants to the labor force, calculated to take into account the increase in the proportion of youth in the population, have been incorporated into the estimating procedure,[48] since the time of the Gordon Committee Report. Moreover, a series of household surveys in 18 selected labor areas was conducted throughout this year, January through December, 1966, to test the validity of local

unemployment estimates and to "determine the interrelationships between the components of unemployment, insured unemployment, noncovered unemployment, and unemployed entrants in various types of areas."[49]

A sample of those claiming UI benefits and a supplementary sample of households drawn at random is used in each of the 18 areas. Since the data from these surveys need to be accumulated over a 12-month period in order to be analyzed, results from the experiment are not yet available. To date, the most one can find out regularly about a local area is its estimated overall unemployment rate and what unemployment classification the area has been given. No detailed breakdowns of who the unemployed are, comparable to those in the CPS, are available for local areas. However, one can learn, for instance, the May 1966 estimated unemployment rates for Durham (5.2%), New Orleans (3.2%), Jackson (2.9%), Richmond (1.6%), Chattanooga (2.9%), Charleston (3.8%), Fort Worth (2.8%), Atlanta (2.5%), Little Rock (2.2%), Birmingham (4%), and Jacksonville (1.8%).[50] But these are the overall rates. How many Jackson teenagers were unemployed? What was the rate for women in Forth Worth? For nonwhites in Charleston? For heads of households in

Birmingham? How many of these people had last worked as laborers, skilled workers, domestics, farmers, industrial workers? How long had they been unemployed?

III. SUMMARY OF FINDINGS

1. Unemployment statistis are gathered and published each month in Employment and Earnings, the BES Unemployment Insurance Claims and Area Trends in Employment and Unemployment, all U. S. government publications.

2. The definitions of unemployment, the methods of collecting information, and the types of information yielded are not consistent in the above existing sources of information. The "unemployment" cannot be understood by looking at any one or even all indices.

3. The definition of "unemployment" to be used by the Bureau of Labor Statistics of the U. S. Department of Labor as of January, 1967 will have two serious flaws:

   a. It will mis-lead public opinion about the degree of "unemployment" understood in the common usage sense of "people without work" insofar as its statistics will not include all people without work but only some. Many people without work who may want or need work will be counted as "not in the labor force" rather than as "unemployed." Estimates of the number of such people vary from 100,000 to 1,000,000 or more.

   b. Public confusion about what constitutes "unemployment" will weaken efforts to meet needs of people without work through public action programs.

4. "Discouraged workers" (those who want to work but have given up hope of finding a job) and the "curable sick" who constitute potentially available unutilized manpower will be counted as "not in the labor force." Further information on the size and characteristics of these groups will be sought after January 1, 1967 by the BLS but, pending analysis of new information, these groups will not be counted as "unemployed."

5. Statistics on "unemployment" for states and localities are estimates based on the insured unemployed which do not reflect those without work who are not covered by unemployment insurance. Thus, in these areas as well as in the nation as a whole "unemployment" statistics do not report the number or the characteristics of all the people who are without work.

In short, both the existence of many jobless people who want work and the needs of these people are obscured and hidden by present "unemployment" rates.

1 Department of Labor, Bureau of Labor Statistics, Employment and Earnings and Monthly Report on the Labor Force, Vol. 13, No. 2 (August, 1966) 17-20; hereafter referred to as Employment and Earnings.

2 Robert A. Gordon, Chairman, Measuring Employment and Unemployment (Washington, D. C., September 27, 1962), p. 42; hereafter referred to as the Gordon Committee Report.

3 Ibid., p. 75.

4 For a thorough discussion of the collection of labor-force statistics and an analysis of what they reveal, see Seymour Wolfbein, Employment and Unemployment in the United States, Science Research Associates, Inc. (Chicago, 1964); hereafter referred to as Employment and Unemployment in the U.S.

5 The Department of Agriculture conducts a monthly survey which is published by Statistical Reporting Service, Crop Reporting Board, as Farm Labor, which measures agricultural employment.

6 Additional information on unemployment insurance statistics can be found in Unemployment Insurance Review and on activities of State Employment Security Agencies in Employment Service Review both published monthly by the BES.

7 In addition to Employment and Earnings, the Labor Department and the BLS publish the Monthly Labor Review. Articles from the Review with statistical supplements are published periodically in the series Special Labor Force Reports.

8 Information about the Current Population Survey is taken largely from BLS Reports No. 279 (Current Population Reports, Series P-23, No. 13), Concepts and Methods Used in Household Statistics on Employment and Unemployment from the Current Population Survey (June, 1964); hereafter referred to as Concepts and Methods. For a more technical description, see U, S. Bureau of the Census, Technical Paper No. 7,

"The Current Population Survey--A Report on Methodology" (Washington, D. C., 1963).

9 "The Unemployment Statistics," The Wall Street Journal (August 28, 1961).

10 Concepts and Methods, p. 2.

11 Ibid., p. 1.

12 Employment and Unemployment in the U.S., p. 18.

13 Concepts and Methods, p. 2.

14 Ibid.

15 Ibid., p. 3.

16 Ibid., p. 10.

17 Ibid.

18 Employment and Earnings, p. 99.

19 Employment and Unemployment in the U.S., p. 67.

20 Ibid., p. 73.

21 Ibid., p. 74.

22 Concepts and Methods, pp. 11-12.

23 Employment and Earnings, pp. 17-20, Tables A-1, A-2, A-3, and A-5.

24 Ibid., p. 21, Table A-9.

25 Ibid., p. 20, Table A-6.

26 Employment and Earnings and Monthly Report on the Labor Force, Vol. 12, No. 8 (February, 1966) 36, Table A-6.

27 Employment and Earnings, Vol. 13, No. 2 (August, 1966) 19, Table A-4.

28 Ibid., p. 21, Table A-7.

29 Ibid., Table A-8.

30 Ibid., p. 22, Table A-10.

31 Ibid., Table A-11. The unemployment rate for miners, forestry men, and fishermen (3.3%) comes from p. 20, Table A-6.

32 Ibid., p. 23, Table A-12.

33 Department of Labor, Bureau of Labor Statistics, Special Labor Force Report No. 66, "Employment of High School Graduates and Dropouts in 1965," (a Monthly Labor Review Reprint, June, 1966). Table 2 appears on p. 646, the quotations appear on pp. 645-647, and Table 4 appears on p. 649.

34 Gordon Committee Report, p. 44.

35 "What was (name) doing most of last week?" and "Did (name) do any work at all last week, not counting work around the house?"

36 All information concerning the test comes from the Gordon Committee Report, Apendix C, "Results of the Experimental Study on Unemployment, (August, 1955)," pp. 282-284.

37 Robert L. Stein, Bureau of Labor Statistics, and Daniel B. Levine, Bureau of the Census, Research in Labor Force Concepts (October, 1965). All quotations concerning current research on the concepts are taken from this paper.

38 Gordon Committee Report, p. 86.

39 Information about those excluded from UI benefits is from Employment and Unemploy-

ment in the U.S., pp. 89-94.

40 Employment and Earnings, p. 105.

41 Gordon Committee Report, p. 87.

42 Employment and Earnings, p. 105.

43 Department of Labor, Bureau of Employment Security, Unemployment Insurance Statistics (July, 1966), p. 41.

44 Gordon Committee Report, pp. 190-191.

45 For a full explanation of how these estimates are achieved, see Department of Labor, Bureau of Employment Security, Estimating Unemployment, Employment Security Research Methods, Handbook Series, BES No. R-185 (March, 1960).

46 Gordon Committee Report, p. 192.

47 Ibid., p. 194.

48 See Department of Labor, Bureau of Employment Security, Estimating the Number of Unemployed New Entrants and Re-entrants, and Adjusting Youth Population Ratios for Atypical Situations, Report and Analysis Letters (each numbered 570), August 27, 1965 and January 21, 1966, respectively.

49 For a detailed description of the household surveys for local areas, see Department of Labor, Bureau of Employment Security, Household Surveys for Improving State and Area Unemployment Estimating Techniques, General Administration Letter No. 943 (December 8, 1965).

50 Department of Labor, Bureau of Labor Statistics, Area Trends in Employment and Unemployment (August, 1966) pp. 29-32.

School Desegregation (D & H Rpt.)

Second Draft

DRAFT Sept 20 1967

Since 1954, the South has been in a turmoil over the necessity of school desegregation. The final goal has been fought - both legally and extra-legally, with an inexorable retreat, to private schools and public school closings, to token integration and other methods of defiance of the law. In the last three years, first with the passage of the Civil Rights Act of 1964, and then with an increasing number of court decisions knocking away such methods of continuing segregation almost intact as the Pupil Placement Laws and increasing the emphasis on the affirmative duty of school boards to abolish discrimination, the tempo of the elimination of the duality of Southern schools is fast on the way to realizing the goal of the Brown decisions.

To put the discussion of this paper of recent decisions concerning court order districts in perspective, an understanding of the various methods of implementing school desegregation is beneficial. The Supreme Court in the Brown II decision of 1955, gave jurisdiction over school desegregation to the federal district courts. Under this authorization, suit can be brought in the district court and an order obtained requiring the school district to desegregate according to court approved plans.

The Congress in Title VI of the Civil Rights Act of 1964, gave to the Department of Health, Education and Welfare (HEW) authority for securing school desegregation in all local school systems receiving federal financial assistance. Title VI required HEW to promulgate Regulation that was to be approved by the President. Pursuant to the provisions of Title VI and to the

subsequent Regulation, HEW issued statements of policy (Guidelines).

Under the Guideline procedures, school districts without a dual school system and without racial discrimination could file an HEW form 441 indicating that the school system was in full and immediate compliance with (the requirements of) Title VI and the HEW Regulation. The school system was then eligible for receiving federal aid, and had no further obligation. Only if a complaint is filed and substantiated would HEW require additional assurance from the school district.

School systems that had a dual school system and discriminated on the basis of race were required to file an HEW form 441-B. This indicated that the school district had submitted a voluntary plan to desegregate its schools; in the South this was usually a freedom of choice type desegregation plan. The Guidelines established the basic standards and requirements to which the desegregation plan would have to conform to be acceptable. HEW has the authority to determine if the school district is complying with the plan it adopted. If the school system is not in compliance, and, therefore, not desegregating, HEW can use its enforcement procedures to secure compliance. If the school district refuses to desegregate, HEW is authorized to terminate all federal financial assistance to the school district. It should be made clear that enforcement action ultimately ending in final termination is not an arbitrary decision by HEW compliance officials, rather HEW enforcement action includes notification of suspected non-compliance, requests for voluntary modification, informal and formal hearings and appeals. If a school system continues to refuse to comply with the requirements of the Guidelines and has its funds terminated, the only way of

getting the school district to desegregate is by going into the district court and obtaining a court order against the school system.

If a school district is under a court order to desegregate and wants to continue to receive federal aid, the school district can submit the court order to HEW for approval, but it must be accompanied by an assurance that the school district will comply with the court order. When both conditions are satisfied the school district is eligible to receive federal aid.

If a school district is under a court order to desegregate and will not meet these two conditions, the only ~~way~~ alternative is further litigation by either the plaintiffs or by the Justice Department.

In the Fifth Circuit there is a significan number of school districts that are under a court order to desegregate, with an even larger percentage of school children in court order districts. (See Appendix.) There were two basic reasons for this development. First, after the Brown case in 1954 and before the Civil Rights Act of 1964, the only remedy against a segregated school system was a court order. In this ten year period most large cities were put under court order to desegregate. Second, school districts that failed to comply with the HEW Guidelines were put under court order to desegregate.

Because a large number of school districts and children are involved, court order districts are extremely important.

United States v. Jefferson County Board of Education,[1] is a case of tremendous import because it gathers and analyzes the law of school desegregation which has been developing since 1954, it sets forth a Model Decree that will produce uniformity in the plans for ending of the dual school systems in the Fifth Circuit; and it puts forth a major emphasis on the affirmative duty of the school boards to eliminate discrimination in public schools. The fact that the Model Decree was issued indicates that the Fifth Circuit Court of Appeals will no longer tolerate an evasion,,,.....

Cont'd next page

"of the law of the land"

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1 372 F.2d 836 (5 Cir. 1966) affirmed on rehearing en banc Civil No. 23345 5 Circuit, filed March 29, 1967.

of the law of the land (and is determined to use the power in its hands to stop such evasion).

The Jefferson County case consists of nine school desegregation cases consolidated for hearing on appeal by the Fifth Circuit Court of Appeals.[2] Judge Wisdom wrote the first opinion, which was that of a three-judge Fifth Circuit Court of Appeals panel (handed down on December 29, 1966), and which contained a major discussion of all issues involved.[3] There was one dissent, by District Court Judge Cox, sitting by designation, who requested a hearing of the case by all twelve Fifth Circuit Court of Appeals Judges. The en banc (full court) hearing produced a short, six paragraph, PER CURIUM opinion (an unsigned opinion by all concurring judges) which adopted with slight modification the opinion and model decree written by Judge Wisdom. The en banc opinion was handed down on March 29, 1967.[4]

Although much of what is in the opinion (and particularly much of the discussion of the Guidelines) is dicta, a thorough discussion of all of the issues and problems helped to analyze the ramifications of the decision and the Model Decree. It would be well to point out that there has been a three judge

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2 Three cases were appealed from the United States District Court for the Northern District of Alabama, five were appealed from the United States District Court for the Western District of Louisiana, and one was appealed from the United States District Court for the Eastern District of Louisiana.

3 372 F.2d 836.

4 Civil No. 23345, 5 Cir., March 29, 1967. All references to the Jefferson County opinion will be to Judge Wisdon's opinion (372 F.2d 836) unless specified otherwise. All references to the Model Decree will be to the en banc modification handed down March 29, 1967, unless specified otherwise.

district court decision involving the Guidelines directly.[5] The case is on appeal to the Supreme Court so that a final decision on the validity of the Guidelines should be forthcoming. It would also be well to note that in the en banc decision there was an overwhelming acceptance of Judge Wisdom's opinion,[6] so that confusion over the law in the Fifth Circuit should no longer be justifiable.[7]

The Eighth Circuit has indicated in a decision that it may take action similar to that of the Fifth Circuit if a greater degree of desegregation does not ensue:

"We recognize that it is the responsibility of the Board to set policy and operate the schools, but it is the positive duty

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5 Alabama NAACP State Conference of Branches v. Wallace, Civil No. 2457-N, M.D. Ala., May 3, 1967 appeal docketed, No. 489, involves two aspects of the Guidelines (45 C.F.R. Part 180). The first is whether a state may constitutionally legislate to declare null and void in that state the action of a Federal agency under an Act of Congress. The answer the court gives to this is that the state may not so legislate, whether or not the agency action is valid. The second is whether the Guidelines are valid. The court holds that it must defer to decision and holdings of the Fifth Circuit Court of Appeals in Jefferson County to the effect that the Guidelines were Constitutional and within the 1964 Civil Rights Act. In arriving at this decision the district court made the following observations about the Guidelines:

"1. The Guidelines, as their title indicates, are simply a statement of policies for school desegregation plans by the Office of Education, U. S. Department of Health, Education and Welfare. They are not an exercise of rule-making power and hence do not have the 'status of law.' Any department or agency action terminating or refusing to grant or to continue financial assistance is subject to plenary judicial review. In the absence of judicial review, the school authorities may and should respect the Guidelines as a reliable guide to what the Department's enforcement action should be." (slip decision at 7).

6 There were eight judges concurring in the en banc decision, three judges dissentig, and one separate opinion concurring in the result.

7 See discussion infra at

of the Board to operate its schools according to the dictates of the law. We prefer to rely at this time on the flexibility afforded by setting forth the duties of the Board and allowing the Board to handle its duties according to the reasonable dictates of its expertise, guided, of course, by the continuing jurisdiction of the Federal District Court. The hour for the luxury of flexibility, is about over."[8] The Fourth Circuit has indicated that it requires the same standards set forth in the Jefferson County decree(even though it is not in agreement with the opinion).[9]

Judge Wisdom's expression of the court's impatience with delay is apparent as he sums up: "The clock has ticked the last tick for tokenism and delay in the name of deliberate speed."[10]

Judge Wisdom's opinion begins with the Supreme Court's pronouncement in the Brown cases[11] -as all school desegregation cases must- updating that decision by noting the developments in the law, and by making it clear that the Supreme Court did not have token integration in mind as the ultimate goal, and that Negro school children have more than a mere right to consideration for admission to white schools.[12] Indeed, it has been

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8 Clark v. Board of Education of the Little Rock School District, 369 F.2d 661 (8 Cir. 1966).

9 Bowman v. County School Board of Charles City County, Civil No. 10793, 4 Cir., June 12, 1967.

10 372 F.2d at 896.

11 Brown v. Board of Education, 347 U. S. 483 (1954) (Brown I); Brown v. Board of Education, 349 U.S. 294 (1955) (Brown II).

12 Braxton v. Board of Public Education of Duval County, No. 4598-Civil-J, S.D. Fla., August 21, 1962; aff'd. 326F.2d 616 (5 Cir. 1964), cert. denied 377 U.S. 924 (1964).

apparent since the Brown II decision, 1955, that a single racially nondiscriminatory system must be provided.

As the court indicates, the problem in the Fifth Circuit remains the undoing of de jure segregation--of eliminating the dual school system. The decision deals with de jure segregation so it defines de jure and de facto segregation very carefully, attaching a meaning that is important to note in order to avoid misunderstanding the court's decision. De jure segregation is that segregation imposed by force of law, or in existence because of prior imposition by force of law. Force of law would include any state action, be it judicial mandate, legislative enactment, official policy, or act of public official. De facto segregation is that segregation which is fortuitious, resulting entirely from private action. The schools in the South were segregated according to race by force of law; the schools in the South are still de jure segregated. The confusion over duties, which the court in this decision lays to rest, can be seen in the distinction made by some between the words integration and desegregation. It is emphasized throughout the opinion that the problem in the Fifth Circuit is not one of de facto segregation or racial balance, but rather one of eliminating de jure segregation in the school systems; that until the effects of de jure segregation are eliminated, de facto segregation and its concomitant problems need not be considered by the Court. In the eyes of the court this elimination must take place with the "complete disestablishment of segregation by converting the dual system to a nonracial

unitary system."[13] Judge Wisdom states repeatedly that it is the duty of the school administrators to eliminate segregation imposed by force of law, and that whether one says desegregate or integrate, the meaning is the same--to eliminate discrimination and its effects.

The stress placed on the duty of the school boards to eliminate discrimination is due in large part to the lack of desegregation in the South[14] and to the willingness of most Southern school boards to avoid desegregation. The need for this stress is more apparent when one looks at the argument of the counsel for Alabama in the Jefferson County case, which is a typical attempt to distinguish the words integrate and desegregate, indicating that the counsel considered the two words to be words of art (words idiomatic to the field of civil rights). Desegregation was defined as the maintenance of a dual school system, with the limitation that Negro children would be allowed admission to white schools on a non-racial basis, if they applied. Integration was defined as actual attendance of Negro children in a school with white children. The Fifth Circuit, expressly rejected this distinction, and pointed out that the authorities persuasive upon this court make no such distinction.[15]

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13 372 F.2d at 846, n.5.

14 See statistics infra at

15 Judge Wisdom pointed out that the Supreme Court has avoided making a distinction. Further the Eighth Circuit rejected any distinction in Smith v. Board of Education of Morrilton, 365 F.2d 770 (8 Cir. 1966) as does the Third Circuit in Evans v. Ennis, 281 F.2d 385 (3 Cir. 1960) cert. denied 364 U.S. 933. The Civil Rights Commission used the words interchangeably in U. S. Commission Survey of School Desegregation 1965-66. Also the court noted that the words are defined to be synonyms in Webster's New Third International Dictionary.

The distinction is based on the well known Briggs dictum, which is extracted from a United States District Court decision handed down six weeks after Brown II.[16] The words most quoted, and those disapproved by all the courts of appeals which have considered the question are as follows: "The Constitution, in other words, does not require integration, It merely forbids segregation."[17] The basis for this dictum has been discredited, and the dictum itself is fast losing judicial acceptance. It is true that a great number of cases cited the dictum with approval. However, the Fifth Circuit and other courts of appeals came to realize the stultifying effect of these words on the elimination of discrimination. The Eight Circuit never followed the Briggs dictum.[18] The Third Circuit has specifically required integrated schools.[19] Although not specifically overruled in the Fourth Circuit, it would appear, in view of recent cases,[20] that the Briggs dictum is no longer accepted there. The disapproval comes because the effect of the dictum has been to prompt "pupil placement laws, the most effective technique for perpetuating school segregation."[21] In general, the term, pupil placement laws, refers to those plans assigning Negro children to Negro schools, and requiring all who wanted to transfer to a white school to apply individually (with varying degrees of public and private

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16 Briggs v. Elliott, 132 F. Supp. 776 (E.D.S.C. 1955).

17 132 F. Supp. at 777.

18 Kemp v. Beasley, 352 F.2d 14 (8 Cir. 1965).

19 Evans v. Ennis.

20 Bowman v. County School Board of Charles City County, Civil No. 10793, 4 Cir., June 12, 1967; Bradley v. School Board of Education of City of Richmond, 345 F.2d 310 (4 Cir. 1965).

21 372 F.2d at 863.

resistance and pressure brought to bear on such individuals) with the usual result that no integration or only negligible desegregation would take place. The court notes that "the dictum may... be defensible if the Briggs Court used the term 'integration' to mean an absolute command at all costs that each and every Negro child attend a racially balanced school".[22] However, it is clear that this is not the construction placed on the dictum by the courts and the school authorities, and so the Negro individual is left with the necessity of asserting his individual and class right--a right which would, under Briggs, be continuously and unconstitutionally denied him by state action until, as an individual, he acted. It is important, and it cannot be over-emphasized, that the Fifth Circuit Court of Appeals expressly rejected the dictum and over-ruled their prior cases to the contrary, because many southern politicians and school boards have used the dictum as support for their position that they were under no particular duty to promote desegregation, and, therefore, most have made no effort to do so other than allow Negro children to go to white schools by operation of the pupil placement laws, leaving Southern Negroes, as a group, still segregated. The Court regards as its task the elimination of the duality of school structure and of the labels (white and Negro)attached to the schools. Permitting school desegregation to take place is not enough, for discrimination must be ended since it is discrimination that is the forbidden act. Judge Wisdom adopted in his opinion the statement of Judge Sobeloff in Wanner v. County School Board of Arlington County: "If a

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[21] 372 F.2d at 863.

[22] 372 F.2d at 865. See also 372 F.2d at n. 61.

school board is constitutionally forbidden to institute a system of racial segregation....it is likewise forbidden to perpetuate a system that has been so instituted."[23]

The right to desegregated schools and to a non-discriminatory school system has been established as a personal Constitutional right. However, there is more involved, since the original School Segregation Cases, as well as later ones, have been class actions, and as such the significance of these cases was much broader than that individual Negroes were allowed to enter a white school; the significance was that a school system was ordered to stop discrimination against Negroes as a class. It is now clear that members of the class received benefit of the judgment in a class action suit.[24] As Judge Wisdom stated in Jefferson County: "(R)elief to the class requires school boards to desegregate the school from which a transferee comes as well as the school to which he goes."[25] The Court in Jefferson County emphasized and analyzed the Supreme Court's procedures in the School Segregation Cases, "...MOREOVER THE DELAY OF ONE YEAR IN DECIDING BROWN II AND THE GRADUAL REMEDY BROWN II FASHIONED CAN BE JUSTIFIED ONLY ON THE GROUND THAT THE 'PERSONAL AND PRESENT' RIGHT OF THE INDIVIDUAL PLAINTIFFS MUST YIELD TO THE OVER-RIDING RIGHT OF NEGROES AS A CLASS TO A COMPLETELY INTEGRATED PUBLIC EDUCATION."[26] The way of establishing the fulfillment of these rights is the imposition of an 'affirmative duty' upon

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23 357 F.2d 452, 454 (4 Cir. 1966), quoted 372 F.2d at 877.

24 Federal Rules Civ. Proc. 23.

25 372 F.2d at 868.

26 372 F.2d at 868.

school authorities to see that desegregation is accomplished, a duty which prior to this decision was not made clear to the school administrators in the South. The Fourth, Sixth and Eighth Circuit Courts of Appeals had, even before the Fifth Circuit Court of Appeals, announced a course of action that required the initiative in school desegregation to come from school authorities.[27] The position taken by the Fifth Circuit in Jefferson County with respect to "affirmative duty" was heralded by a Fifth Circuit decision as early as 1965:

> "In retrospect, the second Brown opinion clearly imposes on public school authorities the duty to provide an integrated school system. Judge Parker's well known dictum should be laid to rest. It is inconsistent with Brown and the later developments of decisional and statutory law in the area of civil rights." 28

In another appeal involving the same parties, the same court said: "School authorities therefore, are under the Constitutional compulsion of furnishing a single, integrated school system."[29] It has been apparent for a long time that elimination of discrimination has been the goal. In 1962 the Fifth Circuit Court stated that Negro school children had a right to a school system free from administrative discrimination:

> As a class and irrespective of any individual right to be admitted on a non-racial basis to a particular school, Negro children in the public schools have a constitutional right to have the public school system

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27 Bowman v. County School Board of Charles City County, Civil No. 10793, 4 Cir., June 12, 1967; Northcross v. Board of Education of the City of Memphis, 302 F.2d 818, (6 Cir. 1962); Clark v. Board of Education of the Little Rock School District, 369 F.2d 661 (8 Cir. 1966).

28 Singleton v. Jackson Munic. Separate School District, 348 F.2d 729, 730, n. 5 (5 Cir. 1965) (Singleton I).

29 Singleton v. Jackson Munic. Separate School District, 365 F.2d 865, 869 (5 Cir. 1966) (Singleton II).

administered free from an administrative policy of segregation.[30]

This warning was repeated in Potts v. Flax.[31] It also evolved into decisionally stated principle in Jefferson County, for Judge Wisdom repeatedly stated that the school administrator's duty is to eliminate segregation imposed by force of law and that whether one says desegregate or integrate the meaning is the same--to eliminate discrimination so as to have no Negro schools and no white schools.

The Fifth Circuit Court of Appeals concluded that the courts have not, in general, been successful in putting an end to segregation and discrimination in the South. The Court recognized that an effort by all three branches of the government is necessary to end the dual system. Once the Court reached the conclusion that prior court developed methods had been less than successful, it considered the methods devised and used by the Department of Health, Education and Welfare (HEW) under the Civil Rights Act of 1964 as an alternative to court formulated methods of implementation. The court turns in this direction for several reasons.

Under the HEW Regulations,[32] if a school system is 1) under a final order of a court, and 2) has agreed to comply with it, the requirements for that school system under the Civil Rights Act of 1964 are deemed satisfied. This being so, if the courts require less than HEW, school systems could avoid the stiffer standards of the administrative agency by seeking a court order.[33] The satisfaction of HEW desegregation requirements is more signi-

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[31] 313 F.2d 284 (5 Cir. 1963).

[32] 45 C.F.R. 80.4 (c) (1967).

[33] For instance, such was the case with twenty Louisiana school districts. See 372 F.2d at 859.

ficant when one considers that the enforcement mechanism of the Civil Rights Act is the withdrawal of federal financial assistance, so that, in effect, Federal judges are in the position of ratifying the dispensing of Federal financial assistance to those school districts under a final court order. There is a Constitutional mandate[34] supported by a national and Congressional policy in favor of fewer delays in integration, for segregation is not just a wrong against an individual plaintiff in a particular case, but against a whole class of citizens. The need for uniformity in treatment and in granting of rights to this class was a strong argument to the Fifth Circuit Court. The use of 'Guidelines' requirements are a means to the fulfillment of that policy.

It should also be noted that HEW is considered by the courts as having a special expertise in the field of education, an expertise which federal judges do not usually possess. It should come as no surprise that the Fifth Circuit Court of Appeals regards the Guidelines in a very favorable light, for not only this court, but also the Fourth and Eighth Circuits indicated as early as 1965 that great weight should be given the Guidlines. The Fifth and Eighth Circuits have indicated that the Guidelines standards would rarely, if ever, be other than the minimum.[35] The Fifth Circuit, in Davis v. Board of School Commissioners of Mobile County,[36] ordered changes in a school plan to conform with changes

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34 In Bradley v. School Board of the City of Richmond, 382 U. S. 103, 105 (1965) the Supreme Court stated, "Delays in school desegregation are no longer tolerable."

35 Singleton v. Jackson Municipal Separate School District, 355 F.2d 815 (5 Cir. 1966); Price v. Denison Independent School District, 348 F.2d 1010 (5 Cir. 1965); Singleton v. Jackson Municipal Separate School District, 348 F.2d 729 (5 Cir. 1965); Bowman v. County School Board of Charles City County, Civil No. 10793, 4 Cir., June 12, 1967; Smith v. Board of Education of Morrilton, 365 F.2d 770 (8 Cir. 1966); Kemp v. Beasley, 352 F.2d 14 (8 Cir.,1966).

36 364 F.2d 896 (5 Cir. 1966)

in the HEW guidelines.

Again, in Jefferson County, the Fifth Circuit welcomed the Guidelines as an effective, prompt and orderly method of eliminating dual school systems in the South--emphasizing that the Guidelines are simply being used to disestablish de jure segregation. Indeed, the Court recognized that the failure, in general, of the courts to do more than effect a qualitative change was the factor that moved Congress to act in 1964.[37]

However, the court, though it welcomed the Civil Rights Act and the Guidelines, made clear the non-binding nature of the Guidelines on federal courts, indicating that the Guidelines are merely statements of policy which HEW will use to inform those with whom it deals of what it considers to be evidence of compliance with the Civil Rights Act.

Since the Fifth Circuit Court of Appeals adopted the requirements of the Guidelines as their own, there is another facet of the validity of the Guidelines which the Court in Jefferson County had to decide. That is, whether, those requirements used in the Guidelines, without regard to whether they are authorized by the Civil Rights Act, are a constitutional method of eliminating segregation. A Court is not limited by the authorization that may or may not be given in a Act of Congress and is limited only by the provisions of the Constitution,[38] therefore, the court was justified in finding that it might use the Guidlines provisions.

The faculty integration provision in the Guidelines are

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37 Compare 372 F.2d at 852-856.

38 The Guidelines are found to be within the authorization of the 1964 Civil Rights Act. See also supra n.3.

found to be necessary for achieving a unitary school system. The Court stressed that the rights it deals with are constitutional and not established by statue.[39] Judge Wisdom cited and approved the following statement of the Fourth Circuit: "First the mandate of Brown v. Board of Education, 347 U. S. 483 (1954), forbids the consideration of race in faculty selection just as it forbids it in pupil placement. See Wheeler v. Durham City Board of Education, 346 F.2d 768, 773 (4 Cir. 1965). Thus the reduction in the number of Negro pupils did not justify a corresponding reduction in the number of Negro teachers. Franklin v. County Board of Giles County, 360 F.2d 325 (4 Cir. 1966). Second, the Negro School teachers were public employees who could not be discriminated against on account of their race with respect to their retention in the system. Johnson v. Branch, 364 F.2d 177, (4 Cir. 1966)..."[40] This result is also indicated in Brown II.[41] In Bradley, the Supreme Court decided that a beginning in faculty desegregation was a necessary concomitant to student desegregation, and that faculty integration should be required by the courts. In Rogers v. Paul, decided at the same time as Bradley, the Court held that discriminatory racial allocation of faculty denies the students, in and of itself, equality of educational opportunity.[42] The Fourth, Fifth, Sixth and Eighth Circuit Courts of Appeals have all recognized, in the wake of Bradley, that

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[39] 372 F.2d at 886.

[40] Chambers v. Hendersonville City Board of Education, 364 F.2d 189, 192 (4 Cir. 1966) cited in 372 F.2d at n. 104.

[41] 347 U. S. at 301.

[42] Rogers v. Paul, 382 U. S. 103 (1965).

faculty integration is inseparable from student integration.[43] It would seem that in light of these cases there would no longer be any questions by school officials about faculty integration.

The court interpreted the percentages requirement of the Guidelines to be a general rule of thumb to be used (both by the courts and by HEW) as an indicator to determine if progress toward the elimination of the dual school structure is being made. The percentages are used only in measuring the progress in those school systems electing to use the freedom of choice method of pupil assignment for desegregation, in which the students or their parents choose which school they will attend. The percentages are not an inflexible requirement, but rather an attempt to define some objective criterion of whether free choice is operating to eliminate the dual school system - that is, whether there is a true freedom of choice.[44] The percentages are not the absolute determining factor as to whether progress is being made, but only one of several.

The purpose of the court in prescribing the percentages and the other provisions of the decree is to remove possible sources and methods of discrimination from use by southern officials. Such provisions include the mandatory exercise of choice, notice to parents and the public, non-discriminatory transportation, protection from interference, school equalization, faculty integration, equality of facilities within each school, and others, in addition to the percentages. The

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[43] Braxton v. Board of Public Instruction of Duval County, 326 F.2d 616 (5 Cir. 1964) cert. denied 377 U. S. 924; Smith v. Board of Education of Morrilton, 365 F.2d 770 (8 Cir. 1966); Clark v. Board of Education of Little Rock School District, 369 F.2d 661 (8 Cir. 1966); Wheeler v. Durham City Board of Education, 363 F.2d 738 (4 Cir. 1966); and Mapp v. Board of Education of the City of Chattanooga, 373 F.2d 75 (6 Cir. 1967).

[illegible] gation, 1966-67, which indicates the [illegible] in dealing with the first most recalcitrant systems in the South.

court would look to each of these factors to see that a true freedom of choice was being assured each student. It is important to note, and keep in mind, that the percentages are not the goal; rather it is the elimination of the dual school system and discrimination that is the goal of the courts and of the Civil Rights Act: "(T)he age old distinction of 'white schools' and 'Negro schools' must be erased."[45]

The court points out that courts have used the percentage criterion in determining whether constitutional rights have been violated in other types of cases -- namely, voting rights, jury and jury venire, and reapportionment. They are not used to effect a racial balance, but rather as an objective indication of whether discrimination is being practiced. The percentage is used as evidence that these factors exist.[46]

The Fifth Circuit Court of Appeals emphasizes that the

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45 372 F.2d at 893.

46 See 372 F.2d at 886-888, n. 107 and n. 108 for a discussion of Supreme Court and courts of appeals cases in which such use has been validated and used by courts. Judge Wisdom cites and quotes a voting rights case which is peculiarly suitable here:

> "An appropriate remedy should undo the results of past discrimination as well as prevent future inequality of treatment. A court of equity is not powerless to eradicate the effects of former discrimination. If it were, the state would seal into permanent existence the injustices of the past."

United States v. Duke, 332 F.2d 759, 768 (5 Cir. 1964). For instance, the power of a court of equity (and all Federal Courts sitting on desegregation cases act as courts of equity, Brown II) extends to re-registration of all voters in a number of parishes where discrimination had occurred. United States v. Louisiana, 255 F. Supp. 353 (E.D. La. 1963) aff'd. 380 U. S. 145 (1965). It would seem that the power of courts are quite extensive where discrimination has been widely practiced, as in the South. It should also be emphasized that the Supreme Court, in Brown II, left very wide discretion in the lower courts and has relatively infrequently guided the direction of their efforts.

goal is not freedom of choice -- it is the disestablishment of the dual school system. Freedom of choice is merely a form of implementing the requirement of the Constitution, and if it does not work, something else must be devised. It is clear that the freedom in 'freedom of choice' must indicate a true freedom, unrestricted by official or other acts. It is not clear what course the courts will take if it becomes apparent that there is no true freedom of choice. The

> "If school officials in any district should find that their district still has segregated faculties and schools or only token integration, their affirmative duty to take corrective action requires them to try an alternative to a freedom of choice plan, such as a geographic attendance plan, a combination of the two, the Princeton plan, or some other acceptable substitute, perhaps aided by an educational park. Freedom of choice is not a key that opens all doors to equal educational opportunities." 47

The school systems have no right to the method they adopt as being an end in itself. The rights involved belong to the children discriminated against and the courts have resolved that to guarantee these rights whatever is necessary for implementation will be used if the school boards do not discharge their affirmative duty.

As time has passed since 1954, it must have been apparent to any Southerner at all aware of events that segregation could not be successfully maintained forever. It is obvious total and complete integration will not happen immediately under freedom of choice, but it is clear that this goal will be approached much more rapidly than in the decade immediately following Brown I. It is equally clear that should freedom of choice not succeed in demolishing the dual school system and

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47 372 F.2d at 896.

and its remnants, the Federal courts will require some other method (such as a geographic plan or a Princeton plan) that will eliminate overt discrimination.

The true significance of recent opinions must be in the emphasis placed on the affirmative duty of the school boards not just to stop segregation but to eliminate discrimination AND ITS EFFECTS. It is not at all inconsequential that the court of appeals chose to insure this result by setting out a model plan as a minimum that, although not all encompassing, prohibited the use of a great number of sources of discrimination and that will be prohibited by future injunctions issued within the Fifth Circuit in the future. It is to be expected that should loopholes be found in the Model Decree which would enable school boards to reduce its effect, the courts would quickly eliminate those loopholes.

In view of the Jefferson County, Macon County, and it would seem that a school board would have little to gain by non-compliance with the 1964 Civil Rights Act. It should be noted that under Civil Rights Act of 1964 provisions the Justice Department has begun initiating suits against those school systems with funds cut-off, so that, in effect, such recalcitrance will gain a school board only a few months at most. It may also be that should state officials in the South continue to obstruct school integration, they may find themselves under a statewide court order, with possible criminal contempt of court proceedings for non-compliance. The message is clear: the three branches of the federal government have spoken - segregation must cease.

The express resolve of the Court of Appeals of the Fifth

Circuit that schools be integrated, as set forth in the opinion and Model Decree of Jefferson County, is supported by subsequent action of the court in school cases. It is significant that in both the Decree and in subsequent action the court has maintained its resolve that the Guidelines are to be minimum standards.

Except for minor wording changes and a few additional provisions and structural reorganization, the Model Decree set forth in Jefferson County is essentially the same as the Guidelines. However there are differences in the Model Decree which are significant and should be noted.[48]

The following provisions, and content, for which the Guidelines contain no comparable provisions, are contained in the Model Decree. Section IV(a) of the Model Decree provides that a new choice at the first of the following new school term shall be given any student who was not assigned to the school of his choice (for whatever reason). Section VI of the Model Decree provides for remedial education of children disadvantaged by segregated schooling. Section VII of the Model Decree provides for choice of sites for new construction which will not tend to perpetuate dual schools. However, the last provision (as to construction) may be covered by the HEW Regulations (by implication).[49]

In contrast to the above where the Model Decree contained provisions which the Guidelines did not, there are only minor provisions in the Guidelines which do not have comparable language or provisions in the Model Decree. Most of these

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48 Provisions of the Model Decree are compared in detail with the provision of the December, 1966 Guidelines (45 C.F.R. Part 180 (1967)) infra at Appendix A.

49 45 C.F.R. Part 80 (1967). See Appendix A.

missing provisions can be inferred from the language of Jefferson County, as a whole.[50] The Guidelines also contain a provision against allowing transfers of students between school systems to avoid integration, which is not provided for in the Model Decree.[51] All other provisions are included and are comparatively, or exactly the same; existing differences being only of wording. Note particularly that even though the percentage provisions are not in the Model Decree, they are expressly approved in both opinions.

As indicated in the analysis of the Jefferson County opinions, the court is determined to eliminate segregation by excluding and preventing possible methods of discrimination. The court, in Jefferson County, set a minimum standard for school desegregation, and it is apparent that the court MEANT minimum. The treatment of cases subsequent to Jefferson County evidences the Fifth Circuit's determination.

In companion cases involving the school boards of Houston and Bibb County, Georgia, the District Court approved board submitted plans that did not conform to the requirements set forth in the Model Decree of Jefferson County.[52] The court approved plans for the two counties included none of the safeguards provided in the Model Decree, and on the basis of a supposed shortage of money the choice form mailing requirement was waived. The plaintiffs appealed immediately to the Fifth

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50 45 C.F.R. 181.17(a) and (b) (1967).

51 45 C.F.R. 181.16 (1967).

52 Bivens v. Board of Education and Orphanage for Bibb County, Civil No. 1926, M.D. Ga., May 20, 1967, and Thamie v. Houston Board of Education.

Circuit Court of Appeals. FOUR DAYS LATER, the Court of Appeals summarily reversed and remanded the cases back to the District Court with instructions (to the District Court) to conform the decree to be entered in light of Jefferson County.[53] As a result, the decree arising out of the further proceedings was almost identical, even down to the wording to the Model Decree.[54] Similar treatment has been given in at least one other case.[55] It is to be expected that future cases will be treated no differently.

In marked contrast to the reception given to school desegregation suits in district courts such as the above, is that given in the Middle District of Alabama. For instance in the Macon County case and in cases using essentially the same decree[56] the court regarded the Model Decree of Jefferson County as a true minimum, for in the cases cited[57] the provisions of the Model Decree have been expanded considerably. The added requirements apply to specific factual situations and are

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53 Bivens v. Board of Education and Orphanage for Bibb County, Civil No. 24784, (5 Cir., May 24, 1967).

54 Bivens v. Board of Education and Orphanage for Bibb County, Civil No. 1926, M.D. Ga., June 29, 1967.

55 Richard v. Christ, Civil No. 22300, 5 Cir., May 24, 1967.

56 Lee v. Macon County Board of Education, Civil No. 604-E, M.D. Ala., March 22, 1967; Harris v. Crenshaw County Board of Education, Civil No. 2455-N, M.D. Ala., April 28, 1967; and Franklin v. Barbour County Board of Education, Civil No. 2458-N, M.D. Ala., April 28, 1967.

57 Cases cited note 9 supra.

directed towards alleviating local discriminatory devices. For instance, the District Court ordered the school boards to meet the requirements of a revised transportation provision. In another modified provision, before construction can begin on any new projects, reapproval must be obtained from the state Board of Education, which is itself under court order not to discriminate on account of race.[58]

It must be remembered that Federal courts have been a prime factor in the granted of rights to Negroes that are guaranteed them by the Constitution. In this regard, it must be noted that Federal judges are, for the most part, residents of areas where they sit. Jefferson County goes considerably further than a number of the District Court judges have been willing to venture. Indeed, in a number of areas of the South, District Court judges have balked at any desegregation and have slowed down progress on that they would not avoid. However, a number of judges adopted plans with similar provisions to those in Jefferson County before that case.[59] One might ask, in view of the pressure brought on district judges (or their own convictions) just what effect Jefferson County will have as to requiring District Court judges to follow its lead.

Implicit in the question is a query as to the system of administration of justice and how designing rulings of upper or appelate courts affect rulings in lower courts.

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58 See Macon County discussion supra at

59 Judges Grooms and Johnson of the Northern District of Alabama, Judge Thomas of the Southern District of Alabama, Judges Keebe and Christenberry of the Eastern District of Louisiana and Judge Russell of the Southern District of Mississippi handed down decisions prior to Jefferson County, more or less comparable to the standards in the Model Decree. There may have been a few other judges who [illegible] decrees; however their number is not thought to be great, if [illegible]

The system of law in the United States is based on the system followed in most of the English speaking countries; that is to say, there are two sources of law -- the courts and the legislature. Within a legislature's geographical jurisdiction a court is bound by the acts of the legislature, subject to the possibility that an act is contrary to either the state and federal constitution, or both. In addition to the power of the legislature to create law, the courts have the power in the common law system to interpret the natural and unwritten law in those cases not covered by acts of the legislature and to interpret the acts of the legislature. In the courts, facts are determined by the jury if there is one, by the judge if there is not. Law is always determined by the judge and interpreted and applied to the facts by the fact-finder. The necessity of achieving some sort of consistency from one case to the next having similar facts became obvious very early, and the doctrine of Stare Decisis came into being. Before continuing, it would be well to note that this doctrine is not one of absolute command, although some courts so regard it, but rather one of policy, albeit one of very strong policy.[60] Within the United States there is the additional policy that as to questions of constitutionality the Supreme Court is supreme, and that lower courts do not challenge a doctrine laid down by the Court. Also, it should be noted that there are those levels of authority -- the so-called binding authority which has been mentioned, comprised of statute and decision of the given jurisdiction; persuasive

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60 Coke v. City of Atlanta, Georgia, 184 F. Supp. 579 (N.D. Ga. 1960); Toolson v. N. Y. Yankees, Inc., 101 F. Supp. 93 93 (S. D. Cal. 1951).

authority -- comprised of books, essays, articles, and similar materials. Persuasive and secondary authority are in no way binding on courts.

Since we are dealing specifically with the Federal courts, it would be well to discuss the structure of the federal system briefly. The federal courts may only take jurisdiction over a case when the assumption of such jurisdiction does not violate the limitations of the grant of authority to the Supreme Court and such inferior courts "as from time to time Congress ordains and establishes." These limitations are placed both by the Constitution and by legislation. Once jurisdiction in a case is taken, if a previous case similar in fact and question of law has been decided by a court above (see discussion infra.) or by the same court, then the court is limited by Stare Decisis, which is the practice of following precedent. It is rare indeed for a case to be exactly the same as to issues of fact and law, so that, as indicated, the lower court may distinguish a case and decide it contrary to previous authority, subject of course to the possibility of reversal by the higher court. It should be realized that in the usual case, a lower court judge is not anxious to be reversed, so he will usually attempt to apply the true and correct law to the case, unless he is simply trying for some reason to stall a result. Thus it is very rare for the principle of precedent and Stare Decisis to be regarded with other than great respect.[61] However, questions of law must be applied in light of facts - indeed it is this principle which permits a lower court judge to vary if he wishes.

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61 Armour & Company v. Wantock, 323 U. S. 126, (1945).

The federal courts are organized on three levels of authority -- the District Courts, the Courts of Appeals, and the Supreme Court, in ascending order. The District Courts are the basic trial courts of original jurisdiction. In some instances, however, the Supreme Court is commanded by the Constitution to take original jurisdiction (which means that it is the first court to hear the case and is in these instances acting as a fact finder). The District Court usually sits with one judge, with a jury to act as the fact finder. If there is no jury in the case, that judge will determine what the facts are. In certain circumstances prescribed by law, the District Court may consist of three judges, one of whom is a Court of Appeals judge sitting as a District Court judge, acting together to determine law and fact.

Each District Court has jurisdiction over a geographical areas specified by statue.[62] Each state has one or more District Courts; each court usually has more than one judge. No court crosses a state line (except in one minor instance) or overlaps the area of another District Court in another state.

The Courts of Appeals also have jurisdiction over a limited geographical area, each composed of several states, territories, oraa combination thereof, containing a number of district courts. Each Court of Appeals has jurisdiction only over those cases appealed to it from the one-judge District Court. The three-judge District Court cases are appealable directly to the Supreme Court). The Court of Appeals may sit either en banc (all judges) or three-judge panels. Generally, the Court of Appeals sit on three-judge panels. Generally, the Court of Appeals sit on three-judge panels, and sit en banc in exceptional cases only.

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[62] As in all matters concerning the Federal Courts, not found in the Constitution or indicated by the common law, Title 28 of the U. S. Codes the empowering statue.

At the apex is the Supreme Court. It has original jurisdiction only as conferred by the Constitution. In these cases, there is no appeal available. The court also has extensive appellate jurisdiction. Decisions of three-judge District Courts and certain cases (depending on the issues involved) of the Courts of Appeals may be appealed to the Supreme Court. These cases must be heard by the Court. Additionally, the Supreme Court has a discretionary jurisdiction over the other Courts of Appeals cases for which the losing party requests certiorari (another form of appeal).

Stare Decisis works in the federal system much as it does in the state systems. It is a matter of policy not absolutely binding on the lower courts. As a matter of law, the lower courts may not violate the Constitution. Therefore, as to those matters of law on which the Supreme Court has spoken, a lower court would (should?) not rule contrary to the doctrine of law announced by the Supreme Court. However, it is indeed probable that anything would happen beyond reversal of the lower court decision, if appealed, if such a ruling did occur. (There is the extremely unlikely possibility of impeachment.) Also, in most cases, there is room for interpretation and factual analysis which would permit a lower court judge to avoid a certain decision if he so wished but so that he would not rule contrary to established law, again at the risk of reversal. It would also seem clear that except on matters of constitutional mandate, law, and matters in which the Supreme Court exercises its right of regulation of lower courts, the courts are not bound -- for it is only in these matters that the Court's ruling is supreme. Once the Supreme Court has ruled on a point of law it is the law of the

land, and the decision is binding on all lower courts[63] -- state and federal, although it is clear that certain state courts avoid many decisions in cases to which they are not a party. A federal court is in no way bound by the decision of another court on the same level (i.e., District Court-District Court), except in the same case, nor is a District Court in one circuit bound by a decision of a Court of Appeals in another Circuit. It is just as clear that any court may adopt the decision of any other court if it wishes, if there is no precedent it must follow. There are also several District Court decisions which indicate that District Courts are bound by decisions of their Court of Appeals; however, the District Court would be free to make factual distinctions and vary their decision accordingly.

It must be emphasized that once there is a conclusive and final adjudication as to all questions of fact or law by a court. This is referred to as "Res Judicat" and applies to questions of law and fact, but only when the parties and the questions are the same in the two cases under consideration. Note that Stare Decisis acts only on questions of Law.[64]

In view of the summary reversal given the District Court approved plans for Bibb and Houston Counties, supra page , it would seem that few judges would invite similar treatment to one of their own cases, and those that do will quickly be required in each case to follow Jefferson County.

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63 Bower v. U. S., 192 F.2d 515 (5 Cir. 1951). CERT DENIED 343 U. S. 943 REHEARING DENIED 343 U. S. 988 (1951).

64 Hansberry v. Lee, 311 U.S. 32 (1940); Hart Stell Company v. R. R. Supply Company, 244 U. S. 294 (1916); Kessler v. Eldred, 206 U. S. 285 (1906); Hale v. Finch, 104 U. S. 261 (1880); Kearn v. Hurley, 179 F.2d 888 (8 Cir. 1950); 28 U.S.C. Rule 65(d).

Lee v. Macon County Board of Education Decree Against the State of Alabama and Alabama Officials

The second recent major decision that must be dealt with is Lee v. Macon County Board of Education,[65] which was decided on March 22, 1967, by a three-judge Federal District Court in Alabama. This case has been before district court in Alabama on several occasions prior to the recent March 22 decision. To understand the novelty of this latest decision, which is the remedy that the court fashioned, it is necessary to outline the prior history of the case.

Suit was originally filed on behalf of Negro school children by their parents in 1963 as a typical school desegregation class action against the Macon County Board of Education, to desegregate the public schools in the county. The district court in the first decision of the case ordered the public schools of Macon County desegregated.[66] On three separate occasions during the subsequent 1963-64 school year the District Court had to enjoin state officials from various types of interference in the

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65 Lee v. Macon County Board of Education, Civil Action No. 604-E, _____F. Supp._____, (MD Ala., 1967).

66 Lee v. Macon County Board of Education, 221 F. Supp. 297 (MD Ala., 1963). (The District Court, Johnson, J., found that the action was a proper class action; that the defendant Board operated a compulsory biracial school system; that all pupils, teachers and other school personnel were assigned solely on the basis of race or color; that the defendant Board was under a Constitutional obligation to eliminate the compulsory biracial school system; and held that the defendant Board's discriminatory conduct violated plaintiffs' rights under the Fourteenth Amendment. The Court enjoined the defendants from "failing to make an immediate start" in desegregating the county's schools, and ordered the Board of Education to submit a general plan for desegregating the county's schools.)

desegregation attempts of the local (Macon County) school board.[67]

The second time this case came before the District Court, in early 1964, the Court permitted the plaintiffs to add as defendants the Governor of Alabama (in his capacity as Governor of the State of Alabama and as ex officio head of the State Board of Education), the State Superintendent of Education, and the individual members of the Alabama State Board of Education. These defendants were necessary because of the relief sought by the plaintiffs in their supplemental complaint, which requested the District Court (1) to enjoin the defendants from operating a dual school system based upon race throughout the State of Alabama, (2) to enter an order requiring statewide desegregation of schools in the State of Alabama, (3) to enjoin the use of state funds to perpetuate the dual school system, and (4) to enjoin as unconstitutional the 1963 tuition grant law.[68] A three-judge District Court was impaneled (by the Chief Judge of the Court of Appeals of the Fifth Circuit) to hear the case.

The three-judge court concluded that the State of Alabama maintained and operated a dual school system based upon race throughout the State of Alabama and that it was the policy of the state and, in particular, of the defendant state officials, to promote and encourage racially segregated schools. Therefore, the defendant state officials were enjoined from:

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68 Lee v. Macon County Board of Education, 231 F. Supp. 743 (MD Ala., 1964).

'Interferring with, preventing or obstructing by any means, the elimination of racial discrimination by local school officials in any school district in the State of Alabama;

Approving, authorizing or paying any tuition grant... for the attendance of any person in a school in which enrollment or attendance (was) is (sic) or restricted upon the basis of race or...(was)...color;

Failing, in the exercise of its control and supervision over the public schools of the State, to use such control and supervision in such a manner as to promote and encourage the elimination of racial discrimination in the public schools, rather than to prevent and discourage the elimination of such discrimination.'[69]

The Court did not enter the order requested by the plaintiffs, requiring statewide desegregation of the public schools in Alabama. But, the court specifically warned the defendant state officials that "it is only a question of time until such illegal and unconstitutional support of segregated school systems must cease."[70]

The foregoing history of the case sets the stage for examining the court's third decision of Lee v. Macon County Board of Education; the decision of March 22, 1967.

The three-judge district court opinion reviewed the court's position on the second decision of the case;

"It was only 'through the exercise of considerable judicial restraint' that this Court refrained in July 1964 from requiring these defendant state officials to exercise their control and authority over the various local school boards throughout the state for the purpose of desegregating the school systems on a statewide basis and to enjoin said defendants from using state funds for the purpose of perpetuating a dual school system based upon race. The exercise of restraint in that instance was prompted by the desire on the part of each member of this Court to afford these defendants every opportunity to comply in good faith with their affirmative constitutional duty to desegregate

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69 Lee v. Macon County Board of Education, 231 F. Supp. 743, (MD Ala., 1964).

70 Lee v. Macon County Board of Education, 231 F. Supp. 743, (MD Ala., 1964).

the state's public schools.[71]

The Court then affirmed that:

> ...it is now evident that the reasons for this Court's reluctance to grant the relief to which these plaintiffs were clearly entitled over two years ago are no longer valid. 72

The Court held that the defendants' activities controlled public education in the State of Alabama, and further the Court held that the conduct and activity of the defendants violated plaintiffs rights under the 14th Amendment to the Constitution of the United States.[73]

The Court turned to the problem of devising a remedy which "must be designed to reach the limits of the defendants' activities in these several areas and must be designed to require the defendants to do what they have been unwilling to do on their own...."[74] In other words, the defendant state officials had been unwilling to comply with the courts injuction in the second decision of this case.[75] The court was faced with the problem of having to fashion a remedy which would ensure that the defendant state officials could no longer avoid meeting their constitutional duty. (Because of the defendant state officials control of the local school systems in the State of Alabama,) the problem had to be confronted with an injunction which placed upon the defendant state officials the duty of eliminating discrimination based on race. The court concluded

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71 Lee v. Macon County Board of Education, Civil Action No. 604-E, _____F. Supp._____, (MD Ala., 1967).

72 Leev. Macon County Board of Education, Civil Action No. 604-E, ___F. Supp._____, (MD Ala., 1967).

73 Leev. Macon County Board of Education, Civil Action No. 604-E, ___F. Supp.____, (MD Ala., 1967).

74 Lee. Macon County Board of Education, Civil Action No. 604-E, etc.

75 Lee..etc. same as above

that they could "...conceive of no other effective way to give the plaintiffs the relief to which they are entitled under the evidence in this case than to enter a uniform statewide plan for school desegregation, made applicable to each local county and city system not already under court order to desegregate, and to require these defendants to implement it."[76] The court incorporated into its decree against the defendant state officials what it considered "...( ) the minimum constitutional requirements for school desgregation..."[77] which the defendant state officials would be required to implement.

The decision permanently enjoined the defendant state officials from discriminating on the basis of race in the operation or the conduct of the Alabama public schools. The broad guiding principle governing the specific actions required of the defendant state officials and local officials is "..said defendants shall take affirmative action to disestablish all state enforced or encouraged public school segregation and to eliminate the effects of past state enforced or encouraged racial discrimination in their activities and their operation of the public school systems throughout the state."[78]

The decree set out specific duties which the court will require of the defendant state officials. These duties may be summarized.[79]

School Construction and Consolidation. The State Superintendant of Education was ordered to review all consolidation

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76 Lee v. Macon County Board of Education, Civil Action No. 604-E, _____F. Supp._____, (MD Ala., 1967).

77 Lee v. Macon County Board of Education, Civil Action No. 604-E, _____F. Supp. _____, (MD Ala., 1967).

78 Lee v. Macon County Board of Education, Civil Action No. 604-E, _____F. Supp. _____, (MD Ala., 1967).

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plans that resulted from statewide surveys prior to this decision. The State Superintendent of Education is ordered to continue surveying local school systems and to require the survey takers to meet standards which the court sets out. All surveys taken before this decision are excluded as valid basis for construction or expansion of schools unless they meet the Court's standards. Approval of construction or expansion, by the State Superintendent of Education can only be given if the action will result in the disestablishment of the segregated public schools.

Teachers. The State Superintendent of Education is ordered to develop a detailed program "for assisting and encouraging faculty desegregation in the local school systems throughout the state..." The State Department of Education's program must assist local systems in recruiting, placing, and reassigning teachers on a desegregated basis. The program must provide for assistance in providing training which may be necessary to upgrade the qualifications of some teachers in order to facilitate faculty desegregation. The State Department of Education must conduct all teacher institutes, in service training and certification without discrimination on the basis of race.

School Transportation. Race must be eliminated as a basis for assigning students to school buses. Overlapping and duplicative bus routes - based on race - must be redrawn so as to meet a non-discriminatory criteria governing the availability of bus transportation to students within the school district. The reconstructed bus routes must be communicated to students and parents in a readily understandable manner.

Equalization of Facilities. The Superintendent of Education was ordered to develop and submit to the court a detailed program for equalizing the quality of physical facilities, equipment, services, courses of instruction, and instructional materials. The program must also equalize pupil-teacher ratios, per pupil expenditures, library books per pupil, and other areas of disparity.

Information and Reports. The State Superintendent of Education is required to make available records, reports, and other information on school desegregation.

Interference. The defendant state officials are ordered not to interfer with, prevent or obstruct the elimination of racial discrimination by local school officials in any school system in the State of Alabama.

Desegregation Plans for Local School Systems. As noted above, the Court decided that the only effective remedy would be a uniform statewide desegregation plan which the defendant state officials would be required to implement. All school systems in Alabama that were not already under cour order to desegregate were required to adopt a desegregation plan for all grades commencing with the 1967-68 school year. The Decree agains t the defendant state officials included a model decree for the desegregation plans that local systems would adopt. This model decree was based upon the Model Decree that the Fifth Circuit Court of Appeals developed and approved in Jefferson County as containing the minimum requirements for school desegregation. The model decree of Lee v.

Macon County was substantially similar to that of Jefferson County. There were variances which the court included to streggthen two particular sections of the model decree. The first change applied to the distribution of explanatory letters and choice forms. The court omitted the section that would enable school districts, unable to comply with the first class mailing provision, to propose alternative methods for giving maximum notice. This omission made the section consistent because the court had also omitted the first class mailing requirements.

The second change concerned the transportation section and required changes in the transportation of students. The School officials were directed to redraw bus routes and criteria governing the avialability of bus transportation, so that race would no longer be a basis for assignment and overlapping and duplicative bus routes would be abolished. Extensive reports to the court on the new routes were to be filed.

Since the decree runs against the defendant state officials, the Alabama [redacted] Superintendent of Education has the responsibility of getting all the local school systems to adopt desegregation plans based upon the model decree. After the March 22 decision the Alabama Superintendent of Education submitted the desegregation plans of all but one of the ninety-nine affected school systems under the terms of the decision. The State School Superintendent does not judge the acceptability of the plans, rather the court would review the desegregation plans to determine if they met its requirements.

Apparently, if the desegregation plans fail to meet the courts' model decree requirements, the court would require the school district to modify or expand the substantive content of its plan, or, alternatively, the plaintiffs in the case could ask the court to make a particular school board a party to the suit. The court's action against Bibb County, Alabama, substantiates this proposition.

Bibb County failed to file a desegregation plan embodying the model decree requirements. This refusal to comply with the' courts' statewide school integration decree, caused the Bibb County school board to be brought into the Macon County litigation and placed under a direct court order to comply with the courts' statewide decree. If other school districts refuse to comply, the court will treat them like they did Bibb County, and put them under a direct court order.

In summary, the court in the Macon County case had to eliminate the influencing factors in freedom of choice type plans that the state officials had used to deter desegregation. In order for freedom of choice plans to be really free all barriers had to be removed: intimidation, coercion, unequal facilities, segregated transportation, school location, and faculty segregation. The Court did more than just neutralize the power of the state officials over schools in Alabama; the Court put the state officials under order and decree to take the affirmative action which was mandated by the Fifth Circuit Court of Appeals in the Jefferson County decision. The Court

warned the state officials that this responsibility for taking affirmative action must be accepted for if the state officials do not assist their local school systems in desegregating the Court stated that it would order the State to discontinue state funds to its own school districts that remain segregated. The Macon County decision and the equitable remedy fashioned by the court will have a definite effect on school desegregation in Alabama. It is to be anticipated that more and more school districts will reach the level of being able to offer true freedom of choice to its students, and therefore will become integrated without the lingering remnants of the dual school structure. Already action by the State school officials - approved by the court - has resulted in orders closing over eighty inferior, former all-Negro schools that had been maintained solely for separating children by race. More than six hundred teachers have been assigned to classrooms formerly taught by members of the opposite race. If state school officials interfere with school desegregation in other states, and, if a factual situation similar to that presented to the court in the Macon County case exists, other district courts should be petitioned for relief similar to the remedy fashioned by the district court in Macon County.

Following the March 22 order, compliance officers from HEW continued their efforts to bring school systems in Alabama (formerly under the Guidelines) into voluntary compliance with the Civil Rights Act. This included the withholding of federal funds to school systems HEW considered not in compliance. HEW

moved to terminate funds to systems that had failed to meet what was required of them for the 1966-67 school year. HEW declared that the Lanett School District was not eligible for federal aid. Lanett protested to the court that it had submitted desegregation plan approved by the court and assurred the court that it would adhere to the plan for the 1967-68 school year.

On July 28, 1967 the three-judge panel decided that it was up to the court to determine whether Alabama school systems were in compliance with the March 22 statewide desegregation order. The court reasoned that all the Alabama school systems were under a court order and had agreed to comply, therefore, HEW requirements were satisfied. The Court ruled that HEW could continue to cut-off funds for non compliance, provided HEW had the court's approval.

In effect, this decision was the first statement by a federal court reiterating that HEW can take action against court-order districts. The three-judge panel invited HEW to continue its investigations and determinations regarding compliance and to report any failures in compliance to the court.

After this decision, HEW compliance officials have made it known that they consider some court-order districts failing to perform as well as some guidelines districts. HEW has reportedly changed its hands-off policy towards court orders districts, and beginning to review compliance status in those districts previously considered immune.

Theoretically the Jefferson County decision would require all court order school districts within the Fifth Circuit to be

placed under Guideline-type desegregation plans. The problem inherent in this situation is that there is no specific party designated to conduct extensive investigations to determine whether the freedom of choice plans are working. Under Jefferson County and Macon County the court will learn of noncompliance only to the extent of the coverage of the reports that have to be submitted, or if the plaintiffs investigate and demonstrate to the court that the school district is not in compliance with its court ordered desegregation plan. Since Jefferson County was an attempt by the Fifth Circuit Court of Appeals to bring together the efforts of the district courts and HEW to create uniformity, the Lanett County decision is an important step towards furthering this aim. The result being that the courts and the administrators will also be working together in determining whether or not freedom of choice type desegregation plans are accomplishing the goal of integrated schools.

FREEDOM OF CHOICE PROVISIONS

GUIDELINES	JEFFERSON COUNTY
181.42 Who May Exercise Choice A choice of schools may be exercised by a parent or other adult person serving as the student's parent. A student may exercise his own choice if he (1) is exercising a choice for the ninth or a higher grade, or (2) has reached the age of fifteen at the time of the exercise of choice. Such a choice by a student is controlling unless a different choice is exercised for him by his parent, or other adult person acting as his parent, during the period in which the student exercises his choice. Each reference in this Subpart to a student exercising a choice means the exercise of the choice by a parent or such other adult, or by the student himself, as may be appropriate under this provision.	II (a) Same as 181.42 except the substitution of next to last sentence: "Such a choice by a student is controlling unless a different choice is exercised for him by his parent or other adult person serving as his parent during the choice period or at such later time as the student exercises a choice."
181.43 Annual Mandatory Exercise of Choice Each student must be required to exercise a free choice of schools once annually. A student may not be enrolled or assigned to a school without exercising his choice, except as provided in Section 181.45 below.	II (b) Annual Exercise of Choice All students, both white and Negro, shall be required to exercise a free choice of schools annually
181.44 Choice Period A period of at least 30 days must be provided for exercising choice, to commence no earlier than January 1, and to end no later than April 30, preceding the school year for which choice is to be exercised. The Commissioner may require an additional period or different dates for a particular school system. No preference in school assignment may be given on the basis of an early exercise of choice during the choice period.	II (c) Choice Period The period for exercising choice shall commence May 1, 1967, and end June 1, 1967, and in subsequent years shall commence March 1 and end March 31 preceding the school year for which the choice is to be exercised. No student or prospective student who exercises choice within the choice period shall be given any preference because of the time within the period when such choice was exercised.

GUIDELINES	JEFFERSON COUNTY
181.46 (c) (Cont'd) other authentication, may be required or requested. No other choice form, including any pupil placement law form may be used by the school system in connection with the choice of a school.	
181.46 Letters to Parents, Notices, and Choice Forms (d) Return of Choice Form. At the option of the person completing the choice form, it may be returned by mail or by hand to any school in the school system or to the office of the Superintendent.	II. (i) Return of Choice Form. At the option of the person completing the choice form, the choice may be returned by mail, in person, or by messenger to any school in the school system or to the office of the Superintendent.
181.46 Letters to Parents, Notices, and Choice Forms (e) Choices Not on Official Form. Exercise of choice may also be made by the submission in like manner of any other writing which sufficiently identifies the student and indicates that he has made a choice of a school.	II. (j) Choices Not on Official Form. Same as 181.46 (e)
181.48 Choice May Not Be Changed Once a choice has been submitted, it may not be changed for the school year to which it applies, whether during the choice period, after the choice period, or during that school year, except on request (1) in cases meeting the conditions set forth in #181.50 below, (2) in case of a change of residence to a place where another school serving the student's grade level is closer than the school to which he is assigned under these provisions, and (3) in case of a compelling hardship. A student who cannot enter the school of his choice because the grade he is to enter is not offered at that school must be promptly notified as soon as this is known and must be given the same opportunity to choose another school as is provided a prospective student under #181.47 above. (See below.)	II. (k) Choice Forms Binding. When a choice form has once been submitted and the choice period has expired, the choice is binding for the entire school year and may not be changed except in cases of parents making different choices from their children under the conditions set forth in paragraph II (a) of this decree and in exceptional cases where, absent the consideratio of race, a change is educationally called for or where compelling hardship is shown by the student. A change in family residence from one neighborhood to another shall be con sidered an exceptional case for purposes of this paragraph.
181.49 Assignment According to Choice No choice may be denied in assigning students to schools for any reason other than overcrowding. In cases where overcrowding would result, at	II. (L) Preference in Assignment. In assigning students to schools, no preferences shall be given to any student for prior attendance at a school and, except with the approval

GUIDELINES	JEFFERSON COUNTY
181.49 Assignment According to Choice (Cont'd) one or more schools from the choices made, preference must be given on the basis of the proximity of schools to the homes of students, without regard to race, color, or national origin. No preference may be given to students for prior attendance at a school if such preference would deny other students their free choice of schools under the plan. In cases where this provision would result in unusual difficulty involving, for instance, students not being able to finish their senior year in a particular school, or students being unable to attend school with other members of the same family, or at a school having special courses required by a student, the relevant facts may be brought to the attention of the Commissioner for consideration of alternative procedures. Any student whose choice is denied under these provisions must be notified in writing promptly and given his choice of each school in the system serving his grade level where space is available. Standards for determining overcrowding and available space that are applied uniformly throughout the system must be used if any choice is to be denied. Each student and his parent, or other adult person acting as parent, must be notified in writing of the name and location of the school to which the student is assigned hereunder promptly upon completion of processing his first or any second choice. A school system may, at its option, give preference to any student whose choice is for a school at which students of his race are a minority.	II. (L) Preference in Assignment (Cont'd) of court in extraordinary circumstances, no choice shall be denied for any reason other than overcrowding. In case of overcrowding at any school, preference shall be given on the basis of the proximity of the school to the homes of the students choosing it, without regard to race or color. Standards for determining overcrowding shall be applied uniformly throughout the system.
181.51 No Limitation of Choice; Transportation. No factor, such as a requirement for health or birth records, academic or physical examinations, the operation of the school transportation system, or any other factor except overcrowding, may limit or affect the assignment of students to schools on the basis of their choices.	II. (m) Second Choice where First Choice is Denied. Any student whose choice is denied must be promptly notified in writing and given his choice of any school i the school system serving his grade level where space is available. The student shall have seven days from the receipt of notice of a denial of first choice in which to exercise a second choice.

GUIDELINES	JEFFERSON COUNTY
181.51 No Limitation of Choice; Transportation (Cont'd) Where transportation is generally provided, buses must be routed to the maximum extent feasible so as to serve each student choosing any school in the system. In any event, every student choosing either the formerly white or the formerly Negro school (or other school established for students of a particular race, color, or national origin) nearest his residence must be transported to the school to which he is assigned under these provisions, whether or not it is his first choice, if that school is sufficiently distant from his home to make him eligible for transportation under generally applicable transportation rules.	II. (n) Transportation. Same as Guidelines #181.51.
181.52 Officials Not To Influence Choice. No official, teacher, or employee of the school system may require or request any student or prospective student to submit a choice form during the choice period other than by the prescribed letter, notice, and choice form. After the choice period, the school system must make all reasonable efforts to obtain a completed choice form from any student who has not exercised a choice. However, at no time may any official, teacher, or employee of the school system, either directly or indirectly, seek to influence any parent, student, or any other person involved, in the exercise of a choice, or favor or penalize any person because of a choice made. Information concerning choices made by individual students or schools to which they are assigned may not be made public.	II. (o) Officials not to Influence Choice. At no time shall any official, teacher, or employee of the school system influence any parent, or other adult person serving as a parent, or other adult person serving as a parent, or any student, in the exercise of a choice or favor or penalize any person because of a choice made. If the defendant school board employs professional guidance counselors, such persons shall base their guidance and counselling on th individual student's particular personal, academic, and vocational needs. Such guidance and counselling by teachers as well as professio al guidance counsellors shall be available to all students without regard to race or color.
181.17 Official Support for Desegregation Plan (c) Protection of Persons Affected. Each school system is responsible for the effective implementation of its desegregation plan. Within their authority, school officials are responsible for the protection of persons exercising rights under, or otherwise affected by, the plan. They	II. (p) Protection of Persons Exercising Choice. Within their authority school officials are responsible for the protection of persons exercising rights under or otherwise affected by this decree. They shall, without delay, take appropriate action with regard to any student or staff member who interferes with the successful operation of the plan. Such interferenc

GUIDELINES	JEFFERSON COUNTY
181.17 Official Support for Desegregation Plan (c) Protection of Persons Affected must take appropriate action with regard to any student or staff member who interferes with the successful operation of the plan, whether or not on school grounds. If officials of the school system are not able to provide sufficient protection, they must seek whatever assistance is necessary from other appropriate officials.	II. (p) Protection of Persons Exercising Choice (Cont'd) shall include harassment, intimidation, threats, hostile words or acts, and similar behavior. The school board shall not publish, allow, or cause to be published, the names or addresses of pupils exercising rights or otherwise affected by this decree. If officials of the school system are not able to provide sufficient protection, they shall seek whatever assistance is necessary from other appropriate officials.
181.52 Officials Not To Influence Choices ...Information concerning choices made by individual students or schools to which they are assigned may not be made public.	
181.47 Prospective Students Each prospective student, including each student planning to enter the first grade or kindergarten, must be required to exercise a free choice of schools before enrollment. Each such student must be furnished a copy of the prescribed letter, notice, and choice form, by mail or in persons, on the date the choice period opens or as soon thereafter as the school system learns that he plans to enroll. Each must be given an opportunity to exercise his choice during the choice period. A prospective student exercising his choice after the choice period mut be given at least one week to do so.	III. Prospective Students Each prospective new student shall be required to exercise a choice of schools before or at the time of enrollment. All such students known to defendants shall be furnished a copy of the prescribed letter to parents, and choice form, by mail or in person, on the date the choice period opens or as soon thereafter as the school system learns that he plans to enroll. Where there is no pre-registration procedure for newly entering students, copies of the choice forms shall be available at the Office of the Superintendent and at each school during the time the school is usually open.
	IV (a) Transfers for Students Any student shall have the right at the beginning of a new term, to transfer to any school from which he was excluded or would otherwise be excluded on account of his race or color.
181.50 Transfers for Special Needs Each student must attend the school to which he is assigned under the foregoing provisions, except that any student who requires a course of study not offered at that school, or who is physically handicapped, may be permitted, upon his written application, to transfer to another school which is	IV (b) Transfers for Special Needs Any student who requires a course of study not offered at the school to which he has been assigned may be permitted, upon his written application, at the beginning of any school term or semester, to transfer to another school which offers courses for his special needs.

GUIDELINES

181.50 Transfers for Special Needs (Cont'd)

designed to fit, or offers courses, for, his special needs.

181.14 Services, Facilities, Activities, and Programs

(a) General. Each school system is responsible for removing any segregation and any other form of discrimination affecting students in connection with all services, facilities, activities and programs (including transportation, athletics, and other extra-curricular activities) that may be conducted or sponsored by or affiliated with the schools of the system.

(b) Specific Situations.

(1) A student attending school for the first time on a desegregated basis may not be subject to any disqualification or waiting period for participation in activities and programs, including athletics, which might otherwise apply because he is a transfer student.

(2) If transportation services are furnished, sponsored or utilized by a school system, dual or segregated transportation systems and any other form of discrimination must be eliminated. Routing and scheduling of transportation must be planned on the basis of such factors as economy and efficiency, and may not operate to impede desegregation. Routes and schedules must be changed to the extent necessary to comply with this provision.

(3) All school-related use of athletic fields, meeting rooms, and all other school-related services, facilities, activities, and programs, such as commencement exercises and parent-teacher meetings, which are

JEFFERSON COUNTY

IV. (c) Transfers to Special Classes or Schools

If the defendants operate and maintain special classes or schools for physically handicapped, mentally retarded, or gifted children, the defendants may assign children to such schools or classes on a basis related to the function of the special class or school that is other than freedom of choice. In no event shall such assignments be made on the basis of race or color or in a manner which tends to perpetuate a dual school system based on race or color.

V. Services, Facilities, Activities and Programs

No student shall be segregated or discriminated against on account of race or color in any service, facility, activity, or program (including transportation, athletics, or other extra-curricular activity) that may be conducted or sponsored by the school in which he is enrolled. A student attending school for the first time on a desegregated basis may not be subject to any disqualification or waiting period for participation in activities and programs, including athletics, which might otherwise apply because he is a transfer or newly assigned student except that such transferees shall be subject to longstanding, non-racially based rules of city, county, or state athletic associations dealing with the eligibility of transfer students for athletic contests. All school use or school-sponsored use of athletic fields, meeting rooms, and all other school related services, facilities, activities, and programs such as commencement exercises and parent-teacher meetings which are open to persons other than enrolled students, shall be open to all persons without regard to race or color. All special educational programs conducted by the defendants shall be conducted without regard to race or color.

GUIDELINES	JEFFERSON COUNTY
181.14 Services, Facilities, Activities, and Programs (Cont'd) open to persons other than enrolled students, must be open to all such persons and must be conducted without segregation or any other form of discrimination. (4) All special educational programs, such as pre-school, summer school and adult education, and any educational program newly instituted, must be conducted without segregation or any other form of discrimination. Free choice desegregation procedures normally may not be applied to such programs.	
181.15 Unequal Educational Programs and Facilities In addition to the changes made in student assignment practices under its desegregation plan, each school system is responsible for removing all other forms of discrimination on the ground of race, color, or national origin. For example, some school systems still maintain small, inadequate schools that were originally established for students of a particular race and are still used, primarily or exclusively for the education of students of such race. If the facilities, teaching materials, or educational program available to students in such a school are inferior to those generally available in the schools of the system, the school authorities will normally be required immediately to assign such students to other schools in order to discontinue the use of the inferior school.	VI. School Equalization (a) Inferior Schools. In schools heretofore maintained for Negro students, the defendants shall take prompt steps necessary to provide physical facilities, equipment, courses of instruction and instructional materials of quality equal to that provided in schoolspreviously maintained for white students. Conditions of overcrowding, as determined by pupil-teacher ratios and pupil-classroom ratios shall, to the extent feasible, be distributed evenly between schools formerly maintained for Negro students and those formerly maintained for white students. If for any reason it is not feasible to improve sufficiently any school formerly maintained for Negro students, where such improvement would otherwise be required by this paragraph, such school shall be closed as soon as possible, and students enrolled in the school shall be reassigned on the basis of freedom of choice. By October of each year, defendants shall report to the Clerk of the Court pupil-teacher ratios, pupil-classroom ratios, and per-pupil expenditures both as to operating and capital improvement costs, and shall outline the steps to be taken and the time within which they shall accomplish the equalization of such schools. (b) Remedial Programs. The defendants shall provide remedial education programs which permit students attending or who have previously attended segregated schools to overcome past inadequacies in their education.

GUIDELINES	JEFFERSON COUNTY
45 CFR. 80.5 (e) (In grant programs to assist in the construction of facilities for the provision of health educational or welfare services assurances will be required that services will be provided without discrimination, to the same extent that discrimination would be prohibited as a condition of Federal operating grants for the support of such services.)	VII. New Construction The defendants, to the extent consistent with the proper operation of the school system as a whole, shall locate any new school and substantially expan any existing schools with the objectiv of eradicating the vestiges of the dua system.
181.13 Faculty and Staff (a) Desegregation of Staff The racial composition of the professional staff of a school system, and of the schools in the system, must be considered in determining whether students are subjected to discrimination in educational programs. Each school system is repsonsible for correcting the effects of all past discriminatory practices in the assignment of teachers and other professional staff. ~~(c) Dismissals Teachers and other professional staff may not be dismissed~~ (b) New Assignments. Race, color, or national origin may not be a factor in the hiring or assignment to schools or within schools of teachers and other professional staff, including student teachers and staff serving two or more schools, except to correct the effects of past discriminatory assignments. (d) Past Assignments. The pattern of assignment of teachers and other professional staff among the various schools of a system may not be such that schools are identifiable as intended for students of a particular race, color, or national origin, or such that teachers or other professional staff of a particular race are concentrated in those schools where all, or the majority, of the students are of that race. Each school system has a positive duty to make staff assignments and reassignments necessary to eliminate past discriminatory assignment patterns. Staff desegregation for the 1967-68 school year must include significant progress beyond what was	VIII. Faculty and Staff (a) Faculty Employment. Race or color shall not be a factor in the hiring, assignment, reassignment, promotion, demotion, or dismissal of teachers and other professional staff members, including student teachers, except that race may be taken into account for the purpose of counteracting or correcting the effect of the segregated assignmen of faculty and staff in the dual system. Teachers, principals, and staff members shall be assigned to schools so that the faculty and staff is not composed exclusively of members of one race. Wherever possible, teachers shall be assigned so that more tha one teacher of the minority race (whit or Negro) shall be on a desegregated faculty. Defendants shall take positiv and affirmative steps to accomplish the desegregation of their school facilities and to achieve substantial desegregation of faculties in as many of the schools as possible for the 1967-68 school year notwithstanding that teacher contracts for the 1967-68 or 1968-69 school years may have already been signed and approved. The tenure of teachers in the system shall not be used as an excuse for failure to comply with this provision. The defendants shall establish as an objective that the pattern of teacher assignment to any particular school not be identifiable as tailored for a heavy concentration of either Negro or white pupils in the school. (c) Past Assignments. The defendants shall take steps to assign and reassign teachers and other professional staff members to eliminate the effects of the dual school system.

GUIDELINES	JEFFERSON COUNTY
181.13 Faculty and Staff (d) Past Assignments) Cont'd. accomplished for the 1966-67 school year in the desegregation of teachers assigned to schools on a regular full-time basis. Patterns of staff assignment to initiate staff desegregation might include, for example: (1) Some desegregation of professional staff in each school in the system, (2) the assignment of a significant portion of the professional staff of each race to particular schools in the system where their race is a minority and where special staff training programs are established to help with the process of staff desegregation, (3) the assignment of a significant portion of the staff on a desegregated basis to those schools in which the student body is desegregated, (4) the reassignment of the staff of schools being closed to other schools in the system where their race is a minority, or (5) an alternative pattern of assignment which will make comparable progress in bringing about staff desegregation successfully.	
181.13 Faculty and Staff (c) Dismissals. Teachers and other professional staff may not be dismissed, demoted, or passed over for retention, promotion, or rehiring, on the ground of race, color, or national origin. In any instance where one or more teachers or other professional staff members are to be displaced as a result of desegregation, no staff vacancy in the school system may be filled through recruitment from outside the system unless the school officials can show that no such displaced staff member is qualified to fill the vacancy. If as a result of desegregation, there is to be a reduction in the total professional staff of the school system, the qualifications of all staff members in the system must be evaluated in selecting the staff members to be released.	VIII. (b) Dismissals. Teachers and other professional staff members may not be discriminatorily assigned, dismissed, demoted or passed over for retention, promotion, or rehiring, on the ground of race or color. In any instance where one or more teachers or other professional staff members are to be displaced as a result of desegregation, no staff vacancy in the school system shall be filled through recruitment from outside the system unless no such displaced staff member is qualified to fill the vacancy If, as a result of desegregation, there is to be a reduction in the total professional staff of the school system, the qualifications of all staff members in the system shall be evaluated in selecting the staff member to be released without consideration of race or color. A report containing any such proposed dismissals, and the reasons therefor shall be filed with the Clerk of the Court, serving copies upon opposing counsel, within five (5) days after dismissal, demotion, etc., as proposed.

GUIDELINES

181.18 Reports

(a) Anticipated Enrollment. By April 15 of each year, or by 15 days after the close of the choice period in the case of plans based on free choice of schools, each school system must report to the Commissioner the anticipated student enrollment, by race, color, or national origin, and by grade of each school, for the following school year. Any subsequent substantial change in anticipated enrollment affecting desegregation must be reported promptly to the Commissioner.

(b) Planned Staff Assignments. By April 15 of each year, each school system must report to the Commissioner the planned assignments of professional staff to each school for the following year, by race, color, or national origin and by grade, or where appropriate, by subject taught or position held. Any subsequent change in planned staff assignments affecting staff desegregation must be reported promptly to the Commissioner.

(c) Actual Data. As soon as possible after the opening of its schools in the fall, but in any case within 30 days thereafter, each school system must determine and promptly report to the Commissioner the actual data for the items covered in the reports called for under (a) and (b) above.

(d) Attendance Outside System of Residence. The reports called for under (a) and (c) above must include a statement covering (1) all students who reside within the boundaries of school system but attend school in another system, and (2) all students who reside outside but attend a school within the system. This statement must set forth, for each group of students included in (1) and (2) above, the number of students, by race, color, or national origin, by grade, by school and school system attended, and by school system of residence.

(e) Consolidation or Litigation. A school system which is to undergo consolidation with another system or any other change in its boundaries, or which is involved in

JEFFERSON COUNTY

IX. Reports to the Court

(1) Report on Choice Period. The defendants shall serve upon the opposing parties and file with the Clerk of the Court on or before April 15, 1967, and on or before June 15, 1967, and in each subsequent year on or before June 1, a report tabulating by race the number of choice applications and transfer applications received for enrollment in each grade in each school in the system, and the number of choices and transfers granted and the number of denials in each grade of each school. The report shall also state any reasons relied upon in denying choice and shall tabulate, by school and by race of student, the number of choices and transfers denied for each such ~~xxxxxx~~ reason.

In Addition, the report shall show the percentage of pupils actually transferred or assigned from segregated grades or to schools attended predominantly by pupils of a race other than the race of the applicant, for attendance during the 1966-67 school year, with comparable data for the 1965-66 school year. Such additional information shall be included in the report served upon opposing counsel and filed with the Clerk of the Court.

(2) Report After School Opening. The defendants shall, in addition to reports elsewhere described, serve upon opposing counsel and file with the Clerk of the Court, within 15 days after the opening of schools for the fall semester of each year, a report setting forth the following information:

(i) The name, address, grade, school of choice and school of present attendance of each student who has withdrawn or requested withdrawal of his choice of school or who has transferred after the start of the school year, together with a description of any action taken by the defendants on his request and the reasons therefor.

(ii) The number of faculty vacancies by school, that have occurred or been filled by the defendants since the order of this Court or the latest

GUIDELINES

181.18 Reports. (Cont'd)

any litigation affecting desegregation, must promptly report the relevant facts and circumstances to the Commissioner.

(f) Other Reports. The Commissioner may require a school system to submit other reports relating to its compliance with Title VI.

181.16 Attendance Outside School System of Residence

No arrangement may be made nor permission granted for students residing in one school system to attend school in another school system in any case (1) where the result would tend to limit desegregation or maintain what is essentially a dual school structure in either system, or (2) where such attendance is not available to all students without regard to race, color, or national origin.

181.17 Official Support for Desegregation Plan

(a) Community Support. School officials must take steps to encourage community support and acceptance of their desegregation plan. They are responsible for preparing students, teachers and all other personnel, and the community in general, for the successful desegregation of the school system.

(b) Information to the Public

Full information concerning the desegregation plan must be furnished freely to the public and to all television and radio stations and all newspapers serving the community. Copies of all reports on student and staff assignments required under # 181.18 below must be available for publis inspection at the office of the Superintendent of the school system.

JEFFERSON COUNTY

IX. Reports to the Court (Cont'd)

report submitted pursuant to this sub-paragraph. This report shall state the race of the teacher employed to fill each such vacancy and indicate whether such teacher is newly employed or was transferre from within the system. The tabulation of the number of transfers within the system shall indicate th schools from which and to which the transfers were made. The report shall also set forth the number of faculty members of each race assigned to each school for the curre year.

(iii) The number of students by race, in each grade of each school.

	1. School Districts Under Court Order Court Order Accepted	2. Total Number of School Districts	3. Court Order Distric As % of Total "
Alabama	19*	118	16.1%
Florida	14	67	20.9%
Georgia	9	197	4.6%
Louisiana	45 (42)	67	67.7%
Mississippi	41 (40)	149	27.5%
Texas	14	1308	1.1%

Not computed c/o w/

* All School Districts in Alabama are under Court Order, viz. Lee v. Macon Co. Nineteen were under court order prior to Macon County. Several have been directly brought into the court and into the litigation pursuant to Macon Co.

** These figures were derived from Office of Education Compliance Report on School Desegregation in the Seventeen Southern and Border States, No. 6. They should be updated before use.

	1. School Districts with Funds Terminated	2. School Districts with Enforcement Procedures Begun
Alabama	2	62
Florida	0	2
Georgia	6	35
Louisiana	16	3
Mississippi	9	48
Texas	0	1

should be updated + date for figures given (IN NEXT HEW REPORT)

Alabama	35.7%
Florida	51.0%
Georgia	27.5%
Louisiana	83.7%
Mississippi	36.0%
Texas	-----

These percentages are the number of school children in Court Order Districts as a percentage of the total number of school children in all school districts in the state.

Ala. Annual Report 1966
p. 52-55 et seq.

CHECK & RE-ADD

1965-66

ALABAMA

~~County~~ School Districts	White	Non-white	Total
Barbour Co.	1,271 ~~10,621~~	2,935	4,206 ~~13,556~~
Bessemer City	2,895	5,328	8,223
Birmingham City	36,466	35,837	72,303
Bullock Co.	851	3,062	3,913
Choctaw Co	2,400	2,832	5,232
Crenshaw Co.	2,238	1,399	3,637
Fairfield City	1,832	2,159	3,991
Gadsden City	9,515	3,431	12,946
Halw Co.	1,153	4,326	5,479
Huntsville City	31,023	2,702	33,725
Jefferson Co.	47,135	19,200	66,335
Lawrence Co.	5,286	1,928	7,214
Lowndes Co.	662	3,958	4,620
Macon Co.	473	5,299	5,772
Madison Co.	8,530	4,103	12,633
Mobile Co.	22,044	11,755	33,799
Montgomery Co.	1,128	3,872	5,000
Perry Co.	720	3,305	4,025
Wilcox Co.	1,086	4,577	5,663
	? 186,058	122,008	? 308,066
	? 563,977	298,064	? 862,041
	? 33%	41%	? 35.7%

FLORIDA

1965-66

Alachua Co.	white and non-white not available	22,254
Bay Co.		17,977
Brevard Co.		56,888
Duval Co.		125,826
Escambia Co.		48,713
Hillsborough Co.		101,915
Indian River Co.		7,565
Lee Co.		17,016
Leon Co.		20,442
Orange Co.		75,695
Pinellas Co.		74,473
Polk Co.		54,345
Sarasota Co.		17,185
Volusia Co.		38,877
		679,171
		1,330,552
		51%

1965-66

GEORGIA

white + non-white not available

Atlanta	109,890
Bibb Co.	38,276
Colquitt Co.	4,951
Dougherty Co.	25,231
Glynn Co.	13,045
Houston Co.	15,233
Moultrie City	4,060
Muscogee Co.	45,077
Savannah and Chatham Co.	46,788
	314,727
	1,128,863
	27.5%

1965-66
1966-ouis. School Report

LOUISIANA

School Districts	Total	White	Non-white
Acadia Parish	10,756	8,326	2,340
Ascension P.	7,573	4,714	2,859
Bienville P.	4,447	1,835	2,612
Bogalusa City	6,758	4,255	2,503
Bossier P.	16,148	11,700	4,448
Caddo P.	56,189	31,647	24,542
Calcasieu P..	30,265	23,957	6,308
Claiborne P.	4,640	1,939	2,701
Concordia P.	6,897	3,638	3,259
East Baton RougeP.	55,318	33,354	21,964
East Feliciana P.	4,212	1,338	2,874
Evangline P.	8,413	5,241	3,172
Iberia P.	13,555	9,054	4,501
Iberville P.	8,066	3,281	4,785
Jackson P.	4,312	2,632	1,680
Jefferson Davis P.	7,741	5,543	2,198
Jefferson P.	48,308	37,778	10,530
Lafayette P.	20,902	15,180	5,722
Lafourche P.	14,935	12,797	2,138
Lake Charles City	5,221	2,213	3,008
Lasalle P.	3,585	3,053	532
Lincoln P.	6,627	3,507	3,120
Livingston P.	8,570	7,131	1,439
Madison P..	4,967	1,574	3,393
Monroe City	10,766	5,501	5,265
NatchitochesP.	8,913	4,458	4,455
Ouachita P. *	—	—	— * FIND + ADD IN
Orleans P.	107,414	41,362	66,052
Plaquemines P. *	—	—	— *
Pointe Coupee P.	6,222	2,233	3,989
Rapides P.	26,243	17,190	9,053
RRichland P.	7,362	3,573	3,789
St. Bernard P.	10,282	9,498	784
St. Helena P.	2,969	1,064	1,905
St. James P..	5,276	2,224	3,052
St. Martin P.	7,650	4,367	3,283
St. Mary P.	14,245	9,282	4,963
St. John P..	5,016	1,903	3,113
St. Landry P.	22,079	10,966	11,113
~~St. Landry P.~~			
St. Tammany P..	13,871	10,407	3,464
Terrebonne P.	17,560	14,162	3,398
Tangipahoa P.	16,516	9,332	7,184
Vermillion P.	9,048	7,494	1,544
Washington P.	6,477	3,550	2,927
Webster P.	10,934	6,916	4,018
West Baton Rouge P.	4,425	1,943	2,482
West Feliciana P.	2,947	861	2,086
	674,620	403,973	270,637
	806,005	487,039	318,966
	83.7%	82.9%	84.8%

RE-FIGURE w/ CORRECTED Ouachita + Plaquemine

figures don't add *

1965-66
1966 - Miss. School Report

Mississippi

School Districts	Total	White	Non-white
Aberdeen Munic.	3,536	1,403	2,133
Amite Co.	4,608	1,565	3,043
Anguilla Line Consolid.	1,261	309	952
Benton Co.	2,303	971	1,332
Biloxi Munic.	9,649	8,243	1,406
Bolivar Co. #1	3,169	744	2,425
Bolivar Co. #2	1,710	296	1,414
#3	2,542	481	2,061
#4	5,389	2,413	2,976
#5	2,230	602	1,628
#6	4,260	1,720	2,540
Calhoun Co.	*	*	*
Canton Munic.	5,209	1,510	3,699
Carroll Co.	2,939	1,016	1,923
Clarksdale Munic.	5,679	2,832	2,847
Corinth Munic.	3,025	2,086	939
Covington Co.	3,979	2,195	1,784
Enterprize Consolid.	955	498	457
Forrest Co.	4,909	3,692	1,217
Greenwood Munic.	6,284	3,411	2,873
Grenada Munic.	2,718	1,311	1,407
Holmes Co.	7,844	1,631	6,213
Hinds Co.	*	*	*
Humphreys Co.	6,040	1,440	4,600
Indianola Munic.	4,263	1,278	2,985
Iuka Munic.	1,024	-----	1,024
Jackson Munic.	36,577	20,890	15,687
Kemper Co.	3,332	864	2,486
Lauderdale Co.	*	*	*
Leake Co.	4,896	2,293	2,603
Louisville Co.	*	*	*
Leflore Co.	7,673	1,075	6,598
Madison Co.	4,561	1,033	3,528
Marion Co.			
Meridian Munic.	12,139	7,276	4,863
Moss Point Munic.	6,115	4,124	1,991
Natches Munic.	10,119	4,627	5,492
North Pike Consolid.	1,489	798	691
Neshoba Co.	*	*	*
Noxubee Co.	5,253	1,188	4,065
North Tippah Consolid.	*	*	*
Philadelphia Munic.	*	*	*
Quitman Consolid.	6,730	2,086	4,644
Sharkey-Issaquena Consolid.	3,312	777	2,535
South Pike Consolid.	3,557	1,294	2,263
Sunflower Co.	6,389	1,578	4,811
West Point Munic.	4,507	1,987	2,520
Western Line Consolid.	2,644	614	2,030
Wilkinson Co.	3,981	894	3,087

FIND

ADD + FIGURE %.

Texas 1965-66

School Districts	TOTAL	WHITE	NON-WHITE
A & M Ind. Consolid.			
Aldine Ind.			
Beaumont Ind.			
Bryan Ind.			
Carrollton Ind.			
Dallas Ind.			
Denison Ind.			
Fort Worth Ind.			
Georgetown Ind.			
Houston Ind.			
Longview Ind.			
Northeast Houston Ind.			
Texas City Ind.			
Waco Ind.			

figures not available

School District	Public school Population in Counties under Court order to desegregate.		
	Total	White	Non-White
1			
2			
3			
4			
7			
Total	[illegible]066	196,058	122,008
State Public School Population	862,041	563,977	298,064
% of State Public school Pop. in Dis. under Court order	35.7	33.0	41.0

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UNITED STATES AND STOUT v. JEFFERSON COUNTY BOARD OF EDUCATION

- : -

1. In the development of school desegregation law, what is the significance of Court's decision that school officials have an affirmative duty under the Fourteenth Amendment to bring about an integrated, unitary school system in which there are no Negro schools and no white schools -- just schools?

2. In the development of school desegregation law, what is the significance of the Court of Appeals adopting a model decree to be used by the District Courts? Does it have significance outside of the uniformity that it will bring?

3. How does the Fifth Circuit Court of Appeals' en banc decision modify or enlarge the Fifth Circuit Court of Appeals three-judge panel decision?

4. What degree of flexibility does a District Court judge have in adopting the model decree? To the extent that Jefferson County states the minimum standards for desegregation, can a district judge set a higher standard?

5. What does the District Court look to to determine when the de jure school system has "just schools"? (Does this mean merely the end of discriminatory practices which are prohibited by the Fourteenth Amendment?)

6. In the en banc per curiam decision the Court states:

   > "These Guidelines establish minimum standards clearly applicable to disestablishing state-sanctioned segregation. These Guidelines and our decree are within the decisions of this Court, comply with the letter and spirit of the Civil Rights Act of 1964, and meet the requirements of the United States Constitution."

   Why was it necessary for the Court to reach the constitutional validity of the Guidelines?

7. In the area of faculty desegregation, do you think the Eighth Circuit Court of Appeals has gone significantly further than the Fifth Circuit Court of Appeals when they decided in Clark v. Board of Education of Little Rock, 369 F. 2d 661 (8th Cir. 1966) that "The Board should make all

United States and Stout v. Jefferson County Board of Education (continued)

additional positive commitments necessary to bring about some measure of racial balance in the staff of the individual schools in the very near future."

LEE v. MACON COUNTY BOARD OF EDUCATION

8. Does the decision in Lee v. Macon County Board of Education require the defendant state officials to cut-off state funds to a school system not in compliance with the Court's decree? Who determines when the school system is not in compliance with the Court's decree and directs the state to terminate funds?

9. If the state of Alabama had 2.4% of Negroes in school with whites last year, and under the HEW Guidelines Sec. 181.54 (3) a "proportionately greater number" than 181.54(2) "at least triple" is required and there is only 5% of Negroes in school with whites rather than the 8% required, would the Court decide that the freedom of choice type plan was unsatisfactory and require the use of another type plan?

10. Are there any other important points in either Jefferson County or Macon County, that we have overlooked, which you would like to comment on?

11. Is it correct that Lee v. Macon County Board of Education finds that the defendants' activities controlled public education, including site selection, construction, consolidation, assignment of teachers, allocation of funds, transportation, vocational education, and the assignment of students and held that the defendants' conduct and activities violated plaintiffs' rights under the Fourteenth Amendment to the Constitution of the United States?

UNITED STATES and STOUT v. JEFFERSON COUNTY BOARD OF EDUCATION, ~~572 F.2d 836 (5th Cir 1978)~~

9. ~~What is the significance~~
In the development of school desegregation law, what is the significance of Court's decision that school officials have an affirmative duty under the Fourteenth Amendment to bring about an integrated, unitary school system in which there are no Negro schools and no white schools---just schools?

In the development of school desegregation law, what is the significance of the Courts of Appeals adopting a model decree to be used by the District Courts? Does it have significance outside of the uniformity that it will bring?

1. How does the Fifth Circuit Court of Appeals' en banc decision modify or enlarge the Fifth Circuit Court of Appeals three-judge panel decision?

What degree of flexibility does a District Court judge have in adopting the model decree? To the extent that Jeff. Co. sets the minimum standards for desegregation, can a district judge ~~require~~ set a higher standard?

What does the District Court look to to determine when the de jure school system has "just schools"? (Does this mean merely the end of discriminatory practices which are prohibited by the Fourteenth Amendment?

2. In the en banc per curiam decision the Court states:
"These Guidelines establish minimum standards clearly applicable to disestablishing state-sanctioned segregation. These Guidelines and our decree are within the decisions of this Court, comply with the letter and spirit of the Civil Rights Act of 1964, and meet the requirements of the United States Constitution."
Why was it necessary for the Court to reach the consttutional validity of the Guidelines?

(6)

7. In the area of faculty desegregation, do you think the Eighth Circuit Court of Appeals has gone significantly further ~~when they~~ than the Fifth Circuit Court of Appeals When they decided in Clark v. ~~Little Rock~~ Board of Education of Little Rock. 369 F. 2d 661 (8th Cir 1966) that "The Board should make all additional positive commitments necessary to bring about some measure of racial balance in the staff of the individual schools in the very near future?"

Lee v. MACON COUNTY BOARD OF EDUCATION

(7)

8. Does the decision in Lee. v. Macon County Board of Education require the defendant state officials to cut-off state funds to a school system not in compliance with the Court's decree? Who determines when the school system is not in compliance with the Court's decree and directs the state to terminate funds?

(8)

9. If the state of Alabama had 2.4% of Negroes in school with whites last year, and under the HEW Guidelines Sec. 181.54 (3) a "proportonately greater number" than 181.54(2) "at least triple" is required and there is only 5% of Negroes in school with whites rather than the 8% required, would the Court decide that the freedom of choice type plan was unsatisfactory and require the use of another type plan?

(10)

10. Are there any other important points in either Jefferson County or Macon County , that we have overlooked , which you would like to comment on?

(9)

11. Is ~~It correct our analysis~~ it correct that ~~the Macon~~ Lee v. Macon County Board of Education finds that the defendants' activities controlled public education, including site selection, construction, consolidation, assignment of teachers, allocation of funds , transportation , vocational education, and the assignment of students and held that the defendants' conduct and activities violated plaintiffs' rights under the Fourteenth Amendment to the Constitution of the United States. The defendants are permanently enjoined from discriminating on the basis of race in the operation or the conduct of the public schools of Alabama , and orders them to take affirmative action to disestablish state enforced or encouraged public school segregation by requiring the defendants to implement a uniform state-wide plan for school desegregation, and further ordering defendants to take specific action in the areas of school construction and consolidation, teaching,- teachers, school transportation.

file copy

August 25, 1967

DRAFT COPY OF CARL AKINS' REPORT

TECHNOLOGICAL UNEMPLOYMENT

COPIES TO:

Paul Anthony
Bob Anderson
Glenda Bartley
Pat Watters

Draft

Technological Unemployment, Race, and Policy: The Quest for the New South

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Regional Development

Technological Change, Employment, and Equal Opportunity

Institutions, Insurance, Industrialization, and Education
- Institutions
- Welfare and Insurance
- Industrialization and Education
- Equal Opportunity

The Present
- Employment
- Equal Opportunity

The Future
- Employment
- Equal Opportunity

Choice and Non-Choice

Technological Unemployment, Race, and Policy: The Quest for the New South

Regional Development

Though the South[1] is no longer so solid as it was once thought to be, the area in many ways remains a unit which is developing in a distinctive pattern. There are wide variations among and within the Southern states, and parts of the region are more nearly like other regions than like other parts of the South. Urban dwellers of the South in many ways have more in common with urban counterparts of other regions than with rural fellow Southerners. Economically and politically there is much to distinguish the deep South from the peripheral states also. Yet the heritage of the "peculiar institution" of slavery and the pattern of race relations which succeeded it continue to define the distinguishing feature. This "Burden of Southern History," in spite of rapid change in recent years both within the South and other sections of the country, remains the most important single factor influencing regional development.

V. O. Key, Jr., in his classic study of Southern Politics[2] extensively examined the race issue and its impact on the political life of the region. Many other students of the region's politics, notably Matthews and Prothro in their recent study, Negroes and the New Southern Politics,[3] have continued the investigation. Most of these studies have focused directly on politics, often emphasizing voting and/or other forms of political participation. What Key called the "underlying population movements and economic developments"[4] have been largely left to the sociologists and economists for study. Both subjects have been scrutinized as they relate to political participation, but on both there is need for further study as they relate to the region's development.

The lack is especially striking in the area of economic development, for students of politics and public administration have studied national economic policies extensively, have thoroughly dissected federally managed regional organizations such as the TVA, and have tediously examined many facets of state conomic regulation. Economic development as it relates to the politics of many foreign countries has also been widely explored, yet Southern regional economic development remains largely unexplored as a political phenomenon.

In addition to being an important basis for political change, economic development is more and more the result, in part, of conscious government policies. Though the federal government is the most important as far as the entire nation is concerned, state and local governments are often the most significant actors for regional development. Non-governmental organizations, such as companies and unions, also play major roles in regional development, though usually they are not acting as conscious parts of an overall movement. All of these actions combine to produce regional development, and they are all parts of a single policy process. This policy process, broadly defined, is a most influential factor in directing which way the region will develop and even in determining if it will remain a region. Thus an examination of the situation, the policy goals, and the policies themselves is necessary to understand regional change.

Obviosly an introductory study of reasonable size can hope to discuss adequately only a small part of the South's economic growth as it relates to breader regional development; therefore, this study is limited to one of the basic aspects of economic development--employment patterns. These patterns, which include not only employment but also unemployment and underemployment (employment which uses only part of a worker's skills and/or time or which provides the worker with less than a living wage), are themselves complex, and further limits are necessary. Only unemployment and underemployment caused by technological change are the basic concern of this study.

The rural unemployment and underemployment in the South today is a major factor in the political and social life not only of these rural areas but also of the urban slums both within the South and the rest of the nation. A basic cause of this unemployment and underemployment is the technological change in agricultural production which has occurred this century, especially in the decades since World War II. Policies to deal with the plight of these rural people who have recently been described as starving[5] has been mainly designed to ameliorate their living conditions with only recent attention to programs to enable them to break from the welfare trap. Such curative programs by their very nature usually require long periods of time before they are very effective in changing the lives of many individuals or families, though they may have immediate impact for a few.

Yet these people in rural areas, many of whom are Negroes or Mexican-Americans, will be largely ignored by this study for two reasons. Though their misery is deep, programs to aid the, though not adequate, have a beginning, largely because others are dealing extensively with their situation. Their number, when compared to the number in urban areas of the nation who are now beginning to be affected by technological change in the industrial service industries, is small.

Many of those in urban areas, whether employed, unemployed, or underemployed, are also Negroes or Mexican Americans, and they are now experiencing or may experience shortly the same sorry cycle of human misery caused by technological change as is now the plight of those remaining in the rural areas. They may become, in the stark British phrase, "redundant workers," for unfortunately the South as a region seems to have learned little from its experiences with technological change in agriculture.

Immediate crisis is not the danger in most of the South, though Robert Theobold, Donald N. Michael, and the Ad Hoc Committee on the Triple Revolution see such a problem for the nation[6]. What is in prospect is a series of policy choices which can, at least in part, determine whether there will be repetition of the past cycle or there will be more dynamic regional development. Even if policies are chosen which are designed to avoid economic stagnation and these policies are successful, there is no guarantee that they will bring the millienium. But perhaps they can prevent an Apocalypse.

There are several items to be examined in looking at these policy choices: the existing employment situation: the existing policies and their impact: and the stated goals of the policies. They will be taken up in turn after a brief, general discussion of technological change and employment.

Technological Change - Employment and Equal Opportunity

In recent years there has been much discussion of the impact of technological change on our economy and society, with special emphasis on the implications for employment and manpower policies. The discussion has necessarily been broad ranging, including such diverse topics as education, juvenile delinquency, race relations, and national defense policy. The range in approach has been as wide as the range of topics, going from human interest feature stories in popular magazines through highly technical discussion with complex models in academic journals. The United States Department of Labor has produced reports, as have its individual staff members; a subcommittee of the United States Senate has held hearings; a national commission has presented a report; and an international conference has met in Geneva.[7]

Thus the subject is far from unexplored. There are, however, some common features to the general discussion which have left some gaps. Much of the material deals with the problem of technological change in highly emotional terms and sees automation or cybernation as either the road to man's damnation

or starvation. The more dispassionate studies, though certainly the author's beliefs are evident in most, usually avoid evaluating current policies. In geographic scope the s studies are usually very broad, covering the entire United States or world, or they are very limited, dealing only with a single metropolitan area or a single office or factory. Other discussions include only one industry.

Therefore a need exists for further study to fill in some of the gaps. This study will take neither the extreme view that cybernation or automation will provide milk and honey for all nor that it will bring an end to employment as we now know it. Instead there will be a consideration of the issue in regional terms, and policies and programs will be evaluated intterms of stated goals and values.

Goals and values must necessarily be considered first for two reasons. It is impossible to evaluate policies without some standard against which to measure them and even to describe meaningfully a situation without a standard for comparison. In addition, goals and values invariably influence selection of materials and perceptions of those materials; thus the reader needs to be forewarned of the inevitable biases.

The policy goals that this study will deal with are in two areas: employment and race relations. Employment (will be discussed) as a facet of policies whose broadly stated goal is economic development, and the primary concern here will be policies to provide jobs for those whose employment is endangered by technological changes, and other parts of the broad goal of full employment are not considered. Other items necessary for economic development such as transportation, investment, housing, health will be considered only peripherally, for employment has been a key goal of economic development in the South and the issue around which many of the policies here considered have been centered.

Employment as a key goal of Southern economic development has an extensive history, going back to the latter part of the

19th century. The post-reconstruction apostles of the New South heralded industrialization, (the industrialization was to be based on available supplies of low cost labor which had already been pushed from farms by poverty and on the water power of the Piedmont), as the way for the South to attain income levels close to those of the rest of the country and as the way to enrich themselves.[8] Since these apostles there have been many variations in regional goals, but employment by industrialization, which means increasing incomes and reducing both unemployment and underemployment, remains a key goal of Southern regional development.

The goal in the other area, race relations, with which this study is concerned has had a much shorter history and is by no means as universal even and especially within the limited universe of the South. The pattern of race relations that has developed in employment in the region has come to be recognized though, as a limitation on economic development, and for some at least, the prospect of increasing wealth with changed racial patterns is more enticing than that of maintained traditions with economic stagnation. Change in race relations in employment mean equal employment opportunity, in practice as well as in pious phrases. Few southern leaders yet advocate equal employment opportunity as a goal in itself, but some do. Many others accept it as a necessary part of broader economic goals. Neither their committments nor the problem of equal opportunity in existing jobs, though many such jobs are the result of past technological change and will be eliminated or modified by future change, is the subject here. Equal opportunity is considered as a goal which must be met along with the reduction of technological unemployment. The existing situation and current policies and proposals will therefore be examined in the light of these two simultaneous goals.

As a part of any policy evaluation, once general goals are set, the question of time must be considered. If the object is to provide jobs for the technologically unemployed on a nondiscriminatory basis as quickly as possible, certain policies may fill that goal

while ignoring other immediate or future problems. For example, if the technologically unemployed worker can pursue his occupation elsewhere, relocation is the quickest way to provide him with a job. But relocation might be distasteful to the worker for non-economic reasons; also it would probably provide only a temporary solution. The technological change which had first displaced the worker might shortly catch up with him in his new location.

Other examples, both hypothetical and drawn from actual experiences, also show the importance of time considerations to the policy maker. The impact of any policy must be considered in terms of meeting immediate needs, as well as long run needs and those of the intermediate period. At least such is the ideal of the rational policy makers who decides on the basis of complete information.

To evaluate, in detail all policy alternatives in use and/or proposed would require much time and space, and would probably tell most readers more than they wish to know about technological unemployment. Thus only types of policies are surveyed, and details are used for illustration. Programs are grouped into policy types according to the way in which they will provide employment. Since the organization pursuing a particular policy is not the basis for classification, programs of private organizations (businesses and unions), quasi-public agencies (chambers of commerce, Urban League) and public (governmental) bodies will be found as examples in all the various types of policy. Public organizations will be local, state, and national. The types of policy are listed easily: educational or training; developmental or industrialization; welfare and insurance; and institutional.

Institutions

Institutional policies are generally the most idealistic and require the most extensive social and economic changes. Policies of this type are most likely to be national rather than regional in scope, though they need not always be so. Many policies which were once proposals for basic instituional changes are now part of the insurance and welfare programs and are

considered below. Further proposals for shorter work weeks and earlier retirement, provisions for more attractive ways to use leisure, plans for redefinitions of work and changes in basic methods of distributing the nation's welath all fall into the institutional category. ~~But in recent years, national action to provide recreation facilities is more and more common, often because the other levels have not adequately met the demands for such facilities.~~

There are several examples of institutional policies which merit more extensive discussion than they can be given here. Though a 30 hour work week or retirment at 55 may seem radical, they are no more so than our present standards of 40 hours and 65, when they were first proposed. Provisions for leisure time are often simply adequate parks and sports facilities easily available for all, such proposals mean basic change only when one looks at what is now available. Likewise, "redefinition of work" sounds like a rather extreme basic change, but as proposed it often means only defining the effort to get an education or work and providing students with an income in recognition of the fact that they are working. Thus such a "redefinition" might mean only the extension of the present system of scholarships to cover all. Changes in the distribution of wealth are essentially what has been proposed by many as a guaranteed annual income, whether to be achieved by a negative income tax or some form of family allowances. This last sort of change has been embraced by persons as varied in political beliefs as Bayard Rustin (see the Freedom Budget) and Milton Friedman (New York Times February 6, 1966). Thus institutional policies, though idealistic in that many of them will not be realized for many years, will bring changes which are basic but not radical.

Programs to provide facilities for leisure time use are part of every state's and many local communities' policies. But in recent years, national action to provide recreation facilities is more and more common, often because the other levels have not adequately met the demands for such facilities. At present the most effective limits to work weeks are those of national wages and hours legislation, but reductions are certainly within the

power of smaller public institutions. At present all states of the South have laws which regulate the hours of child labor; nine of the eleven states (Florida and Alabama are the exceptions) regulate the hours of women's labor; and generally the hours which men may work are regulated only in hazardous occupations. Thus regulation is clearly possible, though the details of the existing regulations vary greatly. Because of interstate competition however, as well as interregional competition, further reduction of working hours by public action in the individual states is unlikely.

The promotion of institutional change by private or quasi-public organizations is common in the United States. Both business and labor have been active in lowering the retirement age, and reduction of the hours in the work week without a reduction in pay is the goal of many unions though generally opposed by businesses. The issue in fact divided the National Commission on Technology, Automation, and Economic Progress. Many quasi-public organizations are concerned with the use of leisure time, often without intentional relation to the problem of technological unemployment, and such organizations and individuals within them are usually the source of the proposals for the most idealistic proposals of all--the redefinitions of work. But because of the limited scope of all the many private and quasi-public organizations; broad institutional changes covering the entire region are likely only as a result of national governmental action.

Action by the national government in these areas is possible and in some cases likely, but it will probably do little for specific regional problems as opposed to national problems. Institutional change, though programs to bring it about may be implemented rapidly, is often slow to be realized and even slower to be adopted. Thus institutional policies must generally be considered long run, broad scope policy alternatives. They are not to be ignored, but by themselves they can hardly be adequate.

Welfare and Insurance

Welfare and insurance programs, which as noted above are often the product of earlier proposals for institutional change, are also inadequate alone to deal with regional problems. Practically all the welfare and insurance programs that deal directly with unemployment (primarily unemployment insurance and employment services) as well as those which are more indirect (eg., provisions to permit retirement at a specified age) are designed to meet only existing or immediate needs. They largely ignore problems caused by current technological change.

Most of the national programs had their origins in the depression of the 30's and have remained basically unchanged since then. Union and company retirement and unemployment insurance programs are generally of more recent vintage but are usually on the same model--and deal only with immediate or existing needs. Quasi-public organizations, though they have proposed and/or promoted many of the policies now in effect in this area of employment welfare and insurance, are actually involved in the operation of only limited programs. These are most often charity relief programs, such as those which provide limited food and shelter to families without incomes, whether because of technological unemployment or for some other reason. Most such programs are (or at least are designed to be) for providing only immediate relief and do not deal with longer term problems of unemployment.

Most public programs are broader in scope than those of private or quasi-public organizations, and as with the policies of institutional change, the most important welfare and insurance programs are the national ones. The Social Security retirement insurance program is national, and it is the major program which brings retirement at a specified age. For some of those not covered by it or a similar program, there are other publically financed retirement programs, administered by the states and partially financed by them. The bulk of the financing, however, (at least 75% in most programs) is furnished by the national governmental which also sets minimal administrative standards. Unemployment insurance is totally financed by national taxes, though again the states administer the programs and determine

levels of benefits while meeting certain national standards.

In the South the maximum levels of unemployment insurance payments are lower than in other regions of the country. Nine of the eleven states had maximum benefits in 1965 of less than $1000; the only exceptions were Louisiana and North Carolina. Four other states in the country were in the same category: Montana, Nebraska, South Dakota, and West Virginia; Mississippi had the lowest maximum benefit: $780.[9] Even if the argument by which the low benefits are justified, that the cost of living in the region is lower than that of other regions, was once valid, it is no longer correct in large urban areas of the region. The state administered retirement benefit programs are generally lower than those in other regions also. These low benefit levels are the result in part, in some of the southern states, of the low total incomes in the states. Tax resources for these states to increase their expenditures, which in turn would make more federal money available, are simply not available for these programs or for other needs.

Thus the welfare and insurance programs, like the institutional programs, provide only a limited solution to the problem of technological unemployment. The solution is limited in time; it is either immediate and short term, or it is a retirement plan designed to meet the needs of the 1930's which does little for problems of current technological change. The solution is also limited in the levels of income provided, and does little to deal with causes rather than symptoms. In short these programs treat problems rather than those of technological unemployment.

Industrialization and Education

The other two types of programs--educational and developmental--contrast with the welfare and institutional programs in both geographic level of operation and time span over which they operate. Both types are primarily at the state and local levels, are generally public in nature, and they are disigned to provide middle and long range solutions.

Economic development in the South in the late 19th century, as now in other parts of the world, was equate with industrialization made possible by large labor supplies. The Southern advocation of industrialization had limited success before the 1930's,and even with their success, the rapid technological change in agriculture meant that the region remained one of low incomes. Many were unemployed or underemployed. Other strategies, for development, including those which saw migration from the region as the cure to its economic ills, also had limited successes. During the 1930's the goal of industrialization became the leading strategy for economic development, and World War II accelerated the growth of industrialization in the South. In the late 1940's and 1950's began the end of the various conspiracy explanations for Southern under-development, which had blamed the lack of development on tariffs, freight rates, absentee owners, big business or some other convenient "key". This period also brought the beginning of new Southern efforts to attract industry to the region.[10]

Private, quasi-public, and public organizations all joined in promotional effort to develop the region. Transportation and utility companies were generally the most active of the private organizations, and business rather than labor oriented groups, such as chambers of commerce, were usually the most active of the quasi-public organizations. The efforts of such organizations were not new although they did now increase, however, the activities of public organizations became the most important part of the new promotional effort. State-wide, tax-supported bodies were established--for example the widely publicized Arkansas Industrial Development Commission which was successful until Little Rock and in some cases departments of economic development were established as regular parts of state governments. Local communities also made great efforts to attract industry. Provisions were made for both state and local tax concessions for new industry, utilities and roads were made available at little or no direct cost, and many small communities vied with one another to see which could pass the largest per capita bond issue for industrialization. The proceeds of the bonds were used to finance buildings, complete factories, and industrial parks, all of which would provide employment.

The state and local programs continue today, though the wisdom of local bond issues is beginning to be questionned, and the strategy of industrialization remains the leading one for Southern economic development. In addition, federal funds have been made available for use in counties of high, chronic unemployment theoughout the nation as part of the "War on Poverty". Some of these funds, notably those of the Economic Development Administration of the Department of Commerce, are used to supplement local funds for industrial parks and similar programs. The goal of the federal program as well as its method is basically the same as that of many of the local programs: attract industry to provide jobs and raise incomes. The actual work is generally done by local organizations, and except for the source of funds, the federallypfinanced programs are virtually the same as the entirely local ones.

To go with the attractions of such industrialization programs, natural and other advantages of the region were often emphasized, and the availability of non-union labor, though not emphasized as it once was, continued to be mentioned. There was still little attention given to the types of industry which were sought however. The number of jobs was the most important item, and only secondary consideration was given to the types of jobs and the rates of pay. In part as a consequence of this lack of attention, many of the jobs which the new industries brought were for the unskilled or the semi-skilled, and pay rates, though often high for the local area, were low when compared to the rest of the nation. One reason that such new jobs were created is that people who could fill such jobs were available, but the failure to attract other types of industries is not totally expalained by the limited available skilled labor. The appeal itself often attracted marginal industries such as much of the textile industry, and others, for example the paper and pulp mills, came because of natural resources rather than cheap labor. But whatever the reason for attraction, jobs in such generally low-paying industries as textile mills, apparel plants, furniture factories, and paper and pulp mills were and are the source of much of the new industrial employment.

The problem of skill levels and the resulting pay levels was not totally ignored. As part of the attempt to attract industries to the South, efforts were and are being made to improve the educational systems in the region. The actual efforts have been almost wholly those of public agencies at the state and local levels, but private and quasi-public organizations have led, pushed, and supported the public ones.

Although in many areas the efforts, one for whites only, the provision of skilled and educated labor as a necessary resource for industrialization has clearly become a state and local goal. The goal is apparent at all levels of education; from the primary grades through the universities, states and local communities are spending constantly increasing sums on formal education. There is often the explicit and almost always implicit justification for such spending that it will provide skilled people and will promote industrialization with higher paying jobs.

Recently, both as a part of the "War on Poverty" and as a part of general aid to education, increased federal funds for raising skill levels have become available. A few of the programs are directly operated by the federal government, but most are run by state or local public or quasi-public organizations such as social work agencies. Some of the funds are spent to supplent already existing public education programs, for both basic programs (eg. buildings) and extra items (eg. language laboratories) that local districts would not otherwise have. Funds have also been made available to establish new programs in addition to those for regular public education. These newer programs range from those which provide basic education to those which provide vocational training in special skills; they are designed for older persons as well as youngsters who are in school or have dropped out. Some of the programs provide actual work experience and do not rely to any extent on formal classroom instruction.

Private organizations also run special skill-training programs. Labor unions, though apprenticeship programs for the most part, have been long active in vocational training. Companies often co-operate with local unions in joint apprenticeship programs. For

non-union workers, who are the majority of workers in the South, many company run formal training programs are available. Most of the programs are limited to teaching certain skills which the companies need but some provide basic education as well. Public (mainly federal) funds are available to pay partial costs of private programs in some cases, but most of the programs have remained entirely private.

Thus one can see that there are a broad range of both educational and industrialization programs for which federal funds are now available. Though the funds have not been provided for the exclusive prupose of dealing with technological unemployment, the financed programs generally deal with the technologically unemployed. In spite of the source of the funds, the initiative for and direction of most such programs continues to be from the state and local levels. And in both types of programs, though private and quasi-public organizations continue to make valuable contributions, the major responsibility for the programs is increasingly that of public officials. Thus the programs are different from the institutional ones in their basic geographic level of operation and from the more important welfare and insurance ones in their source of initiative and direction. Educational and industrialization programs are like the institutional ones in that public agencies are the most important organizations working in the field.

The educational and industrialization programs also share with the two other types another feature; the time in which they are to deal with technological unemployment has operational limits. Like the idealistic programs which call for institutional change, programs of basic education are such long range programs that, even if they do eventually produce the best of all possible worlds as some of their proponents imply, they do little for the person who is technologically unemployed <u>now</u>. It not only does little good to tella 45 year old worker who has lost his job because of technological change that he should have gotten more or better basic education, it is needlessly cruel. Industrialization programs and vocational training or retraining programs are usually more effective in filling immediate needs, thoug they take several months or a few years for training or for an industry to begin to operate. Industrialization and vocational

training programs usually do little for long range needs, however; they often only postpone unemployment rather than end it. The virtue of what is done should be applauded, but it should not be allowed to obscure what is not done.

Many of the jobs, for example those in textile mills, which industrialization programs have brought to the region are not only at low skill levels and low rates of pay, but also they are jobs which are now disappearing due to technological change. In cases such as those of typesetting jobs have almost completely disappeared, in others, such as in saw mills it is now possible for one person, with the assistance of recently developed processes or equipment, to do the same tasks that many once did. Thus the jobs which industrialization has brought provided employment for those whom technological change had driven from agriculture, but further technological change has once again brought unemployment. In some instances the same people who left the farms are once again unemployed; in other cases it is the next generation who have become the "redundant workers." This has not been true in all industries, and in those in which it has been true, increased demands for their products has made it possible for the number of jobs to remain steady or even increase. But many jobs have been eliminated, and cybernation and automation promise to eliminate even more. The perennial Southern problem of low incomes and high unemployment has been reduced by industrialization but it has not been a panacea.

Though many of the persons who are the victims of technological change are unskilled or semi-skilled, such is not always the case. A significant number of those displaced by new processes or equipment are the products of vocational training courses in which they learned now obsolete skills that enabled them to hold high paying jobs for a time. In other instances, such as that of many packing house workers, the skills were gained by long experience, but the result is the same. Both groups now can and do become technologically unemployed. Some vocational programs have themselves not kept up with changing technology, and their graduates are trained in skills which were not in general use even at the time of training. In more instances though, the

skills have become obsolete within several years of training. The periods may be short or long, but unemployment is the result in either case.

Whether the pace of technological change today is more rapid than it was earlier is a subject of considerable professional debate among economists and others, as is the question of how to measure the pace of technological change. Answers to these questions must be found if there is to be complete information for making policy, but even without the answers to these questions, it is certain that the pace of technological change is rapid enough to make much vocational training obsolete in the current usual working lifetime of 45 or 46 years. If it were recognized that vocational training programs necessarily mean that individuals will need periodic retraining during their working lives--perhaps only once but often at least twice and in some instances several times--and that retraining for workers who are 45 or 50 and have 15 or 20 more working years ahead is needed, then vocational training would be a great aid in solving the problem of technological unemployment. Such recognition is beginning in some training programs, but only on a limited basis thus far. Therefore the extensive attention to training programs in recent years has provided no more of a panacea than has industrialization for low incomes and high unemployment in the South.

Though none of the types of programs evaluated singly is adequate to deal with technological unemployment, all of them together do a somewhat better job than the individual evaluations here indicate. However, high rates of unemployment and underemployment, especially in urban slum areas, indicate that all the programs together are not doing enough. The Department of Labor has explicitly recognized the problem of these areas:

> Any thinking about unemployment in terms of 3.7 or 4 percent just leaves the slums out. The situation there is that more than a third are unable to earn a living, and between ten and twenty percent of those who ought to be aren't working at all.[11]

By far the most prevalent reason for the situation is what the Department of Labor calls lack of skills and inferior education. Such terms include a major portion of the technoligically unemployed.

Thus technological unemployment, if not an immediate crisis, is a question on which a policy choice must be made. Institutional changes are helping to alleviate the problem as are welfare and insurance programs. Industrialization and education programs also make important contributions, but skill the number of technologically unemployed in urban areas is large. If what happened to farm workers becomes technological change is not to be repeated for industrial workers, the problem must be faced.

Equal Opportunity

If all four types of policies and the specific programs under them, singly and together are not meeting the problem of technological unemployment, are they doing a better job with the other goal--equal employment opportunity. Though the basic answer is "no", there are some exceptions - which are doing a better job. In some ways however, the programs surveyed here are doing a worse job with this second goal than with the first. Programs which call for institutional changes are usually explicit that the benefits should be shared equally by all, but the programs which advocate equal opportunity generally do not spell out ways to insure such equality. The welfare programs, though most of them supposedly provide assistance on a non-discriminatory basis, in actual practice often discriminate against Negroes and/or Mexican Americans. At times the programs, by accident in some instances and design in others, are written in such a way as to be available only to categories of workers in which there are few Negroes or Mexican-Americans. The exclusion of farm workers from many programs is an example of such discrimination in the past, and residence requirements of a year or more to be eligible for welfare assistance often also have a similar discriminatory effect. In cases such covert discrimination is not written into the law, state and local officials and organizations, even when operating largely or entirely on federal funds, have simply practiced open discrimination. Such open discrimination is today disguised behind some facade in most parts of the region in which it continues today, and there is practically no place where it has gone entirely.

d The industrialization programs have generally not been active in promoting discrimation themselves, but the industries understand that the cheap labor which the programs extolled as one of the Southern virtues was certainly in the past and today very often, whites first or only. In most cases industries that did establish facilities in the South followed local custom, as was expected, and hired Negroes only in the traditional menial, low-paying positions. The textile industry is a notorious example of such practices, though there were a few exceptions and not all industries were as faithful to tradition as was the textile industry. In a few very rare cases industrialization helped promote equal employment opportunity, but it usually had a reverse effect. The jobs created were white jobs, and Negroes were kept out in order to protect white incomes. When workers were laid off, Negroes were ordinarily the first to go.

If the companies did not discriminate, very often the unions did. Though the number of unionized firms in the South was and is low compared to other sections of the country, in some industries the unions represent a very large proportion of the workers. Though some did not, many Southern locals, often in defiance of national union policy, contributed to discrimination. Refusals to admit Negroes were remain and common in many areas and unions. In other instances the Negro members were segregated into another local and treated separately but not equally though in a few places the Negro locals were more powerful than the white ones. Integrated locals did exist but these were the exceptions. Most often union action alone was rare; often there was active company cooperation. At least passive cooperation was the rule; and companies which actively opposed union discrimination were scarce. Though now, primarily because of federal government pressures, both companies and unions are slowly changing their policies, discrimination was the rule.

Thus ~~xxxxx~~ industrialization was largely the solution for agricultural technological unemployment for whites only; migration to cities outside the region was often the only answer for Negroes or Mexican Americans. The migration strategy for economic development, though usually advocated without explicit mention of

discrimination, in practice has meant more Negro migration than white. At times, the calls for migration have been explicityly directed at Negroes and based on the fact that they were unemployed and costing the state or community money for welfare. That Negroes who had the most education and were skilled were usually the first to leave was ignored, as was the fact that such migration hurt the industrialization programs.

When not ignored, the migration of the Negroes was at times used as a justification for their inferior public eduation. Public money should not be wasted on ingrates who take their skills and leave. Most often there was no such "rational" justification for educational discrimination. Both basic educational and vocational training were completely discriminatory simply as a matter of public policy for many years. Since 1954 when the Supreme Court declared that such educational discrimination was unconstitutional, some of the Southern states and local communities have begun to alter the pattern of segregation, but in most of the region traditional practices continue. Total educational segregation is no longer common; token desegregation is. Vocational training as a part of public education is if anything even more segregated than basic education in the South. As its outset, such training was considered an "extra" ~~MINDOX~~ which certainly made available for Negroes or Mexican Americans, it was usually training only in traditional, low-paying jobs, or perhaps in jobs which had become too hard and low in status for whites to consider worthwhile. Training for the better jobs was reserved for whites. Training programs apart from public education, which have often been financed wholly or in part by federal money, have not been so discriminatory as those connected ;with the public schools, but the difference has not been great. Private programs were also discriminatory. A company with no Negro employees, or none in skilled positions, did not train Negroes. Unions which were concerned with protecting the jobs of their members and often with passing the jobs on to their members' sons did not admit Negroes or Mexican Americans to their apprenticeship programs. Recently some changes have been made in some of the programs, but there is still practically nothing in the region which can be called a model of equal employment opportunity.

It should be noted that equal employment opportunity is the second goal of the policies which are the concern here and that there are other programs whose main or only concern is the end of discrimination in all employment, including that closely tied with technological change. Such programs, as far as the South is concerned, are almost exclusively those of the federal government. Though of great importance, they are omitted here because the Brookings Institution is now preparing a study of them for the Civil Rights Commission.

The Present

There is a great deal of information on the South available from various sources which amply dpcuments the failure of the four types of policies examined here - institutional change, welfare and insurance, industrialization, and education - to deal with technological unemployment adequately or to provide meaningful equal employment opportunities. The programs have not been total failures, and a few have even been outstanding. Without the programs the situation might well have been much worse than it is, but that result hardly means that the programs are reaching the desired goals.

Employment

Unemployment figures do not give a good idea of the technological unemployment in the region for several reasons. Basically, the unemployment figures do not give the reason for unemployment. There are figures available which give industry or occupation of last employment, but these figures are for the nation as a whole, and would only indicate possibilities of technological unemployment in any case. In addition the unemployment figures give no idea of those who are underemployed. There are many "hidden" jobless" because of the definition of unemployment used; persons without work but who have given up looking for work for any of a variety of reasons are not counted. As the Labor Department itself has noted in the quotation above, pp. 17, the overall figures give no idea of the situation in urban slums. Rural slums are likewise misrepresented by overall figures. Intensive

efforts to find the unemployed in such areas are made occasionally, usually with some success, but such occasional surveys do not give a picture of the entire region. Thus, unless a special survey were made, an accurate count of the number of technologically unemployed for the South is not available. An accurate count, though probably needed for formulating new policies, is not needed to document the failure of existing programs.

The probability that much of the unemployment and underemployment in the region is related to technological unemployment is indicated by two items. First, the technological backwardness of the South, as measured by levels of education, for example, is well known. The traditional culture of the region, as opposed to a scientific culture, adds to the problem of low levels of education. This traditional culture has meant glorification of a past that never was, and loack of attention to solving present problems. The problem has not been so much outright refusal to adopt modern scientific ways of doing things, though there has been that, but simply lack of thinking in scientific terms.[12] Second, the per capita income levels in the region are indicative of general underdevelopment, and in part, of technological backwardness. Unemployment and underemployment, both of which are partially the result of technological change, are direct courses of the low incomes. In 1965 the South, as it has for many years, generally trailed the nation in per capita incomes. Eight of the eleven lowest ranked states were Southern states; only Florida, Texas, and Virginia were not in this lowest group, and the highest ranked (Florida) was not in the top one-half of the states. Compared to the nation as a whole, per capita/incomes in the South ranged from 89% of the national average (Florida) down to 57% of the national average (Mississippi).[13]

Insert Table I here

I - on p. 24

PER CAPITA INCOMES: U.S., South AND SOUTHERN STATES;
$ AMOUNT, $ GAP from U.S., % of U.S.

YEAR	1950			1960			1965			
UNIT	$ Amount	$ Gap from U.S.	% of U.S.	$ Amount	$ Gap from U.S.	% of U.S.	$ Amount	Gap from U.S.	% of U.S.	1965 RANK
Alabama	879	617	59	1487	728	67	1910	814	70	47
Arkansas	841	655	56	1379	836	62	1781	943	65	49
Florida	1281	215	88	1954	261	88	1420	304	89	28
Georgia	1025	471	69	1639	576	74	2156	568	79	40
Louisiana	1120	376	75	1655	560	75	2061	663	76	41
Mississippi	755	741	50	1204	1011	54	1566	1158	57	50
North Carolina	1031	465	69	1560	655	70	2028	696	74	44
South Carolina	893	603	60	1379	836	62	1838	886	67	48
Tennessee	1000	496	67	1545	870	70	1992	732	73	46
Texas	1349	147	90	1927	288	87	2246	378	86	31
Virginia	1228	268	82	1843	372	83	2392	332	88	30
South	1096	400	73	1692	523	76	2140	584	79	
U.S.	1496		100	2215		100	2724		100	

SOURCE: 1966 Statistical Abstract, pp. 330-331.

Figures for total South, pp. 11, 12, 330.

General technological backwardness and low per capita incomes do not absolutely prove that technological unemployment exists in the South, and certainly they do not give an accurate measure of it. However, when coupled with the known facts about unemployment in urban slums and rural areas and the main reason - for that unemployment (inability to find work in the existing technological situation), they are strong indication that the employment problems ~~could~~ caused by technological change are not being met.

The lack of equal employment opportunity is dramatically shown by other studies. Unemployment rates among Negroes are generally twice those of comparable white groups; for Mexican Americans the situation is no better. Education levels and income levels are also generally much lower, and underemployment is commonplace.[14] The occupation groups of non-whites in the South in 1960 dramactically illustrate the situation.

TABLE II here

Thus there is failure here also. Since 1960, there has been some improvement (see Table VI and Appendix), but it has been too low.

In addition to the past studies of employment discrimination and technological unemployment, there are sources of information on the current situation which give projections of what is to be expected if present policies are continued. Not all the statistical information is completely comparable, for it has been gathered by different agencies for various purposes, using different definitions, and for the projections, using different assumptions. But taken as a whole the information gives an idea of what now exists and the situation which is likely in the future if present programs are continued.

Data gathered by the Bureau of Labor Statistics of the Department of Labor and by the Census Bureau of the Commerce Department show in which industries the Southern labor force is concentrated since technological change has ended the region's concentration in agriculture. In some states the jobs outside agriculture are concentrated in one or two sectors of the economy and in one or two ~~[illegible]~~ industries in these

TABLE II

OCCUPATIONAL GROUPS OF EMPLOYED PERSONS AND POPULATION BY COLOR;
SOUTHERN STATES, SOUTH, AND U.S., 1960
(Total and Non-White in 000; % N.W. Figured with Rounded Numbers)

Occupational Group	Professional, Technical, and Kindred Workers			Managers, Officials and Proprietors (Except Farm)			Clerical and Kindred Workers			Sales Workers			Craftsmen, Foremen and Kindred Workers		
Unit	Tot.	N.W.	% N.W.	Tot.	N.W.	% N.W.	Tot.	N.W.	% N.W.	Tot.	N.W.	% N.W.	Tot.	N.W.	% N.W.
Ala.	96	14	14.6	82	3	3.7	114	5	4.4	68	3	4.4	140	15	10.7
Ark.	46	4	8.7	50	1	2.0	51	1	2.0	37	1	2.7	64	4	6.3
Fla.	177	13	7.3	192	5	2.6	223	6	2.7	139	3	2.2	232	17	7.3
Ga.	118	15	12.7	115	4	3.5	162	8	4.9	92	3	3.3	161	18	11.2
La.	104	14	13.5	92	4	4.3	120	7	5.8	66	3	4.5	125	16	12.8
Miss.	54	10	18.5	51	3	5.9	57	2	3.5	37	2	5.4	71	12	16.9
N. C.	126	17	13.5	108	4	3.7	152	6	3.9	103	3	2.9	187	18	9.6
S. C.	64	11	17.2	52	2	3.8	71	3	4.2	51	2	3.9	93	13	14.0
Tenn.	112	9	8.0	89	2	2.2	140	5	3.6	84	2	2.4	151	10	6.6

TABLE II (Continued)

Occupational Group	Professional, Technical, and Kindred Workers			Managers, Officials and Proprietors (Except Farm)			Clerical and Kindred Workers			Sales Workers			Craftsmen, Foremen and Kindred Workers		
Unit	Tot.	N.W.	% N.W.	Tot.	N.W.	% N.W.	Tot.	N.W.	% N.W.	Tot.	N.W.	% N.W.	Tot.	N.W.	% N. W.
Tex.	357	20	5.6	320	7	2.2	445	11	2.5	242	4	1.7	433	20	4.6
Va.	154	13	8.4	106	3	2.8	188	9	4.8	94	3	3.2	178	16	9.0
South Total	1408	126	8.9	1257	38	3.0	1723	63	3.7	1013	29	2.9	1835	159	8.7
U.S. Total	7232	352	4.9	5410	121	2.2	9334	424	4.5	4639	106	2.3	8741	425	4.9

TABLE II (Continued)

Occupational Group	Operatives and Kindred Workers			Laborers, Except Farm and Mine			Service Workers, Including Private Household			Farmers, Farm Managers, Foremen and Laborers			Population		
Unit	Tot.	N.W.	% N.W.	Tot.	N.W.	% N.W.	Tot.	N.W.	% N.W.	Tot.	N. W.	% N. W.	Tot.	N.W.	% N.W.
Ala.	216	52	24.1	76	45	59.2	149	100	67.1	97	39	40.2	3267	938	30.1
Ark.	112	21	18.8	37	14	37.8	69	32	46.4	77	18	23.4	1786	391	21.9
Fla.	214	50	23.4	99	54	54.5	248	115	46.4	89	45	50.6	4952	888	17.9
Ga.	295	66	22.4	86	55	64.0	191	131	68.6	113	46	40.7	3943	1126	28.6
La.	165	52	31.5	76	48	63.2	156	101	64.7	62	28	45.2	3257	1045	32.1
Miss.	120	34	28.3	42	28	66.7	96	70	72.9	137	85	62.0	2178	921	42.0
N.C.	399	59	14.8	81	43	53.1	176	106	60.2	198	75	37.9	4556	1157	25.4
S.C.	179	17	9.5	50	34	68.0	102	73	71.6	92	57	62.0	2383	832	34.8
Tenn.	253	33	13.0	66	24	36.4	145	74	51.0	126	20	15.9	3567	589	16.5

TABLE II (Continued)

Occupational Group	Operatives and Kindred Workers			Laborers, Except Farm and Mine			Service Workers, Including Private Household			Farmers, Farm Managers, Foremen and Laborers			Population		
Unit	Tot.	N.W.	% N.W.	Tot.	N.W.	% N.W.	Tot.	N.W.	% N.W.	Tot.	N.W.	% N. W.	Tot.	N.W.	% N.W.
Tex.	503	61	12.1	180	59	32.8	413	165	40.0	260	27	10.4	9580	1205	12.6
Va.	241	50	20.7	77	41	53.2	152	83	54.6	95	26	27.4	3967	825	20.8
South Total	2697	495	18.4	870	445	51.1	1897	1050	55.4	1346	466	34.6	43436	9962	22.9
U. S. Total	11898	1276	10.7	3108	801	25.8	7171	2023	28.2	3950	554	14.0	179323	20491	11.4

Source: 1960 Census; Occupational Group of Employed Persons from U. S. Summary, General Social and Economic Characteristics, Table 88; State Reports, General Social and Economic Characteristics, Table 58; South total from rounded state figures; Population from U. S. Summary, General Population Characteristics, Table 56; South figured from rounded state figures.

sectors. For example, in 1964 in both North and South Carolina more than 40% of the total non-agricultural employment was in the manufacturing sector as compared to less than 30% for the entire nation where jobs are more broadly distributed among several sectors. For that year South and North Carolina were numbers 1 and 3 respectively of the states ranked by percentage of non-agricultural employment in manufacturing. There were only four other states in which the percentage in manufacturing was greater than 40%, and in no other Southern state was the percentage so great as 35%.[15] (See Table III)

~~TABLE III here~~

In the same year textiles accounted for more than 40% of North Carolina's manufacturing employment and almost 50% in South Carolina. The production of clothing and related products accounted for another 14% of South Carolina manufacturing employment and almost 10% in North Carolina. Thus, in North Carolina these two industries alone accounted for more than 20% of total non-agricultural employment and in South Carolina for more than one-quarter.[16] This concentration in te xtiles and related industries is a declining one, for before World War II such concentrations were common throughout the entire Southeast. In spite of the decline though, such concentration is still not encouraging; for the textile industry is one of generally slow growth and in which fuxture technological changes can be expected to limit the growth of employment.

Figures which use total employment rather than non-agricultural employment as the base are more difficult to obtain with accuracy because of the different definitions used and the different agencies involved, but a rough idea can be obtained from Census Bureau and Bureau of Labor Statistics information combined. In North Carolina manufacturing employment was approximately three times that of agricultural employment, and in South Carolina the ratio was about the same. Employment in the textile and clothing industries combined in North Carolina was about 1.5 times that in agriculture; in South Carolina it was about twice as large. Thus these two industries combined employed more workers than any other sector of

the Carolina's economy. High rates of unemployment in them, whether caused by technological change or some other factor, would have a huge disruptive effect on the two states.

Concentration as great as that in the Carolinas in their textile mills and apparel industries is the extreme in the South today, but in the other Southern states and in other industries some alarming concentrations are found. Though diversification in the South in the last two decades had been rapid, concentration still exists. When units smaller than states--counties or metropolitan areas--are examined, concentration of employment in a relatively few ~~xxxxxx~~ classifications is the rule rather than the exception. The history of Huntsville, Alabama well illustrates the dangers of such concentration. Once a cotton textile mill town, Huntsville had declined to an era with few jobs before World War II. The war brought employment to the area with all the new jobs dependent on Redstone Arsenal, and the end of the war once again brought unemployment. Starting in the early 1950's but booming only in the post-Sputnik decade, the aero-space industry has once again brought jobs to Huntsville. Now faced with the prospect of large cutbacks in the part of the space program in which Huntsville has a large stake, the area may experience the same cycle.

Conversely, if the entire South is examined, there is relatively little concentration of employment. Thus the precise experience of the old South, with practically all its employment in or dependent on agriculture, is not likely to be repeated. But there is sufficient concentration in various industries and locations to make future technological unemployment likely. So many people will not be affected by a single change, as for example the mechanical cotton picker; however, the many changes possible that are connected with various computer uses are likely to affect even more.

Tables I and II give some idea of job concentration for the Southern states within broad sectors of the economy and specific industries, with figures for the entire United States given as a basis for comparison.

TABLES III AND IV HERE

TABLE III EMPLOYEES IN NON-AGRICULTURAL ESTABLISHMENTS; U. S., SOUTH AND SOUTHERN STATES; BY INDUSTRIAL GROUP; 1964

INDUSTRY GROUP	MINING		CONTRACT CONSTRUCTION		MANUFACTURING		TRANSPORTATION & PUBLIC UTILITIES		WHOLESALE AND RETAIL TRADE		FINANCE, INSURANCE AND REAL ESTATE		MISC. AND SERVICES		GOVERNMENT		TOTAL
UNIT	000	%	000	%	000	%	000	%	000	%	000	%	000	%	000	%	000
ALA.	9	1.0	48	5.7	258	30.7	49	5.9	161	19.2	35	4.2	106	12.6	173	20.7	830
ARK.	5	1.1	27	6.3	126	29.3	29	6.8	92	21.5	17	4.0	57	13.4	76	17.6	429
FLA.	10	.6	128	8.3	238	15.6	107	7.0	409	26.8	95	6.2	268	17.5	275	18.0	1,530
GA.	6	.5	65	5.5	377	31.9	79	6.7	248	21.0	58	4.9	137	11.6	211	17.9	1,181
LA.	46	5.4	67	7.8	154	17.9	82	9.6	189	22.1	39	4.6	117	13.6	163	19.0	857
MISS.	6	1.4	27	5.7	140	30.5	27	5.8	90	19.6	16	3.6	54	11.8	100	21.6	460
N. C.	3	.2	75	5.6	558	41.6	71	5.3	245	18.3	51	3.8	148	11.0	190	14.2	1,341
S. C.	7	.3	37	5.6	277	42.6	27	4.2	110	16.9	24	3.7	67	10.3	107	16.4	651
TENN.	7	.6	55	5.2	361	34.5	56	5.4	208	19.9	45	4.3	140	13.5	173	16.6	1,045
TEXAS	117	4.0	180	6.4	538	19.3	220	7.9	692	24.8	148	5.3	403	14.5	497	17.8	2,790
VA.	15	1.3	87	7.5	308	26.6	83	7.2	239	20.6	51	4.4	155	13.4	220*	19.0*	1,158
SOUTH TOTAL	221	1.8	796	6.5	3335	27.2	830	6.8	2,683	21.8	579	4.7	1,652	13.4	2,155	17.8	12,287
U. S. TOTAL	635	1.1	3,106	5.3	17,304	29.8	3,976	6.8	12,188	20.8	2,944	5.1	8,533	14.7	9,502	16.[illegible]	[illegible]

SOURCE: 1965 Statistical Abstract, pp. 224-225.

TABLE IV

EMPLOYMENT IN THE SOUTH AND THE U.S., SELECTED INDUSTRIES, 1964
(In Thousands)

Industry	Food & Kindred (20)[a]	Tobacco Mfg. (21)	Textile Mfg. (22)	Apparel & Related (23)	Lumber & Wood Prod. (24)	Furniture & Fixture (25)	Paper & Allied Prod. (26)	Chemical (28)	Petroleum Refining (29)	Stone, Clay & Glass Products (32)	Primary Metals (33)	Fabricated Metals (34)	Machinery Except Electrical (35)
Ala.	24.1		36.0	34.4	23.1		13.4	9.9		7.8	44.9	13.0	11.5[d]
Ark.	20.2		2.3	12.6	23.5	9.4	6.7	4.0		3.7	3.0	4.7	3.2
Fla.	40.6	5.6		12.0	13.1	7.4	14.3	18.4		13.5	2.5	15.1	9.2
Ga.	45.9		98.8	58.0	26.3	8.3	21.2	11.6		13.4	5.6	11.6	9.9
La.	31.6		6.4[b]		16.8	1.4	15.1	17.1	10.4	7.0	4.1	7.7	4.7[d]
Miss.	16.6		5.3	32.6	22.6	7.9	5.3	4.6		5.2	6.8[c]		5.0
N. C.	36.7	31.3	233.7	52.6	30.1	54.0	14.1	16.8		11.8	3.2	10.3	15.1
S. C.	12.0		136.2	38.6	15.8	3.9	9.6	16.3		8.2		4.4	10.2
Tenn.	32.4	1.7	30.7	57.7	17.3	20.2	10.4	48.7	.7	14.0	16.4	19.4	10.6
Tex.	80.0		6.9	43.8	19.0	12.0	11.7	50.3	37.0	26.7	27.6	35.8	46.0
Va.	33.4	14.6	37.4	29.1	22.6	21.1	12.1	37.0		10.4	7.8	10.1	6.6
South Total	37.3	53.2	593.7	370.9	230.2	145.6	133.9	234.7	48.1	121.7	121.9	119.9	132.0
U. S. Total	1730	88	897	1310	597	402	630	877	187	616	1227	1197	1612

TABLE IV (Continued)

Industry	Electrical Equipment (36)	Transportation Equipment (37)	Hotels, etc. (70)	Total Employees in Non-Agricultural Establishments
Ala.		13.0	6.6	843.8
Ark.	8.0	2.6		429.0
Fla.	18.8	24.8	43.4	1526.5
Ga.	6.2	34.8		1186.7
La.		10.9	9.2	855.9
Miss.	8.0	8.1	5.4	459.8
N. C.	25.7	5.2[e]	8.9	1352.1
S. C.	7.4		5.9	651.4
Tenn.	20.9	7.7		1045.5
Tex.	30.4	55.0	32.4	2801.3
Va.	13.6	26.0		1163.0
South Total	139.0	188.1	110.9	12,315.0
U.S. Total	1549	1623	628	58,188

Notes: If blank, data was not available.

[a]SIC numbers given in parentheses.

[b]Includes Apparel and Related also.

[c]Includes Fabricated Metals also.

[d]Includes Electrical Equipment also.

[e]Includes Ordnance (19) also.

Sources: U. S. Figures, 1965 Statistical Abstract, pp. 221-223; State Figures, Employment and Earnings Statistics for States and Areas, 1939-65, U. S. Department of Labor, Bureau of Labor Statistics, June 1966; South totaled from state figures.

Breakdowns of employment on the basis of race by industry and by state, as well as by the occupation within the industry, are available for some employment from the information collected by the Equal Employment Opportunity Commission and the Office of Federal Contracts Compliance. All employers are not required to submit reporting forms; only those who had federal contracts or who had 100 or more employees during 1965-June 1966 are included in the figures here. Though the information is not complete, it is used in preference to Census Bureau data because it is more recent and because its breakdowns of minority groups are more complete; thus the picture presented here is accurate in general, but not in complete detail.

In the textile establishments of the Carolinas which reported in 1966, for example, there were 194,047 employees, North Carolina had about 8400 more employees than South Carolina. There were a total of 16,719 Negro employees or 8.6% of the total employees; in North Carolina it was 8.7% of the total and in South Carolina 8.5%. There were only 176 Negroes in white collar jobs, or 1.1% of the total Negro employment; in contrast 13.9% of all employees held white collar jobs. Within the white collar category more than 85% of the Negroes were in the lowest status and lowest paid group; less than 45% of the total white collar employees were in that group. Of the total white collar employees less than one per cent--.6%--are Negro. A similar situation exists within the blue collar group, and it is only in the service category that Negro workers compose the largest percentage of total workers. The exact figures for those two groups are given in Table V.[17]

TABLE V HERE

The textile industry in the Carolinas is not entirely representative of the whole textile industry, and there are a few individual firms which have a better record than the industry as a whole. Other

TABLE ~~III~~ V: TEXTILE EMPLOYMENT IN THE CAROLINAS, 1966

	NEGRO EMPLOYMENT			TOTAL EMPLOYMENT *		
	NUMBER	% OF TOTAL NEGRO EMP.	% OF TOTAL IN CATEGORY	NUMBER	% OF TOTAL EMPLOYED	
WHITE COLLAR	176	1.1	.6	26,963	13.9	
BLUE COLLAR CRAFTSMEN	690	4.1 (4.6)+	2.3	29,845	15.4 (18.3)θ	Source: Phyllis A. Wallace and Maria P. Beckles, "1966 Employment Survey in the Textile Industry of the Carolinas," Equal Employment Opportunity Commission, Office of Research and Reports, Research Report 1966-11, December 19, 1966, pp. 10, 12. Sample of 406 establishments employing slightly more than 50% of total employees in the textile industry in the Carolinas.
BLUE COLLAR OPERATIVES	8,475	50.7 (56.8)+	7.4	114,075	58.8 (70.0)θ	
BLUE COLLAR LABORERS	5,752	34.4 (38.6)+	29.1	19,143	9.9 (11.7)θ	
BLUE COLLAR TOTAL	14,917	89.2	9.1	163,063	84.0	
SERVICE	1,626	9.7	40.4	4,021	2.1	
TOTAL	16,719		8.7	194,047		

* Total of sample; see source
\+ Percentage of Negro Blue Collar Total
θ Percentage of Blue Collar Total

industries in the Carolinas also have very different records than does the textile industry, and in some Negroes account for a large percentage of employment. It also should be noted that the EEOC and the OFCC are making strong efforts to change the picture in the textile industry. The picture in other Southern states shows wide variations in employment patterns among different industries, and the datma on counties and metropolitan areas shows even greater variations. Thus job discrimination is not monolithic, but the overall picture is hardly encouraging. In the nation as a whole the goal of equal job opportunity is far from realization; in the South the goal is even more remote.

TABLE VI HERE

The Future

Given the current patterns of job distribution in the South among various industries and between the races within the industries, what are the prospects for the future? In what industries will there be jobs, and who is likely to get these jobs? Or will the situation which came with the technological change in agriculture be repeated in the South? Will further technological change in other sectors of the economy keep the South's incomes low and those of the Negro even lower?

Employment

Detailed projections of future employment patters with great accuracy are not possible, because decisions of firms and individuals which cannot be foreseen will greatly affect the precise pattern. Overall projections, which provide a general illustration of what to expect, are available however. If policies are simply more of the same, the future, though not a dim one, is not particularly bright one for the South. These projections, of course, are based on assumptions of specific sets of conditions, and if the conditions do not exist, the projections will be incorrect, in some cases grossly incorrect. The xp projections, it must be emphasized, are in no way immutable; new policies or changes in the old ones could produce a vastly different employment pattern for the South from that

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Table VI will give South and U.S. figures of white collar and blue collar employment for Negroes, Spanish speaking, and total in about a dozen selected industries for 1965.

projected here.

The Department of Labor has attempted some projections for the entire United States in 1975. Working the base year 1964 and assuming an unemployment rate of 3%, the numbers of jobs in various industries have been projected. The projections were specifically designed to take into account the technological changes that can be expected in the industries and the impact that such changes will have on employment. If one assumes that the South will have the same percentage of employment within each industry as it did in the base year 1964, one projection of jobs available in the South by industry is obtained. If one assumes that the percentage of employment within each industry in the South will shift by the same percentage and in the same direction as it did in the ~~1964~~ 1954-64 period, one obtains another projection of the jobs available. Both projections, together with the Labor Department projection for the industry in the United States as a whole, ape presented in the following table.

TABLE VII HERE

Because unexpected changes in an industry could make the total United States projections inaccurate, the projections for the region could be inaccurate. In addition, neither alternative projection is totally satisfactory. Other regions can be expected to compete for the jobs available in essentially the same way which the South does, and in some instances with greater success than the South. In most cases the actual number of jobs will likely be somewhere between the two figures in the table, but the table at best is only an indicator of the ~~im~~ broad picture to expect.

Similar projections could be made for each southern state. The table is not a complete picture of what to expect either, for it does not deal with the picture in detail and for each industry within the South, but such detailed projections are more likely to be in error than those presented for the entire region and industry groups. The Department of Labor has made them and they are available elsewhere[18] for the entire United States.

Table VII also does not provide an idea of the total number of

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TABLE VII

NON-AGRICULTURAL EMPLOYEES, 1964 AND PROJECTED 1975
U. S. & SOUTH BY INDUSTRY
(In Thousands)

INDUSTRY	U. S.		SOUTH		
Group	1964	1975	1964	1975[a]	1975[b]
Mining	633	620	221	216	196
Contract Construction	3,056	4,190	796	1,073	1,080
Manufacturing	17,259	19,740	3,335	3,810	4,225
Transportation and Public Utilities	3,947	4,425	830	925	871
Wholesale & Retail Trade	12,132	16,150	2,683	3,553	3,429
Finance, Insurance, and Real Estate	2,964	3,725	579	734	904
Services & Misc.	8,569	12,275	1,652	2,381	2,546
Government	9,595	14,750	2,185	3,392	373
Total	58,156	75,875	12,281	16,010	16,424

SOURCES: U.S., America's Industrial Occupational Manpower Requirements, 1964-75; U. S. Department of Labor, Bureau of Labor Statistics, 1966, p. 181; South, 1964, see Table I; 1975[a], calculated as if South's % of total U.S. is same in 1975 as in 1964; 1975[b], calculated as if 1964-75 shift is same as 1954-1964 shift, using % shift in region; 1954 figures from Employment and Earnings Statistics for States and Areas, 1939-65, U. S. Department of Labor, Bureau of Labor Statistics, 1966.

jobs there will be in the South in the middle of the next decade. Not all potential employment is included in Table VII. Those in the Armed Forces, persons who are self-employed, unpaid family workers, domestics and agricultural workers are all ommitted. Also not included are the unemployed, who are included in the total U. S. Labor Force at an assumed unemployment rate of 3%. Thus there are several million positions not included. Differences in definitions make projections for the South even as accurate as those in Table VII impossible, but the total number of such positions in the South should be between 4.5 and 5 million in the mid 1970's.

How does this number of jobs compare with the number of workers who will be available to fill them? Will there me more jobs than workers or more workers than jobs?

Though labor force projections for 1975 are not available, they are available for 1970 and 1980, and are presented here in Table VIII.

TABLE VIII HERE

If the total labor force in the South in 1975 is approximately midway between the figures projected for 1970 and 1980, there will be about 22.5 million Southerners who have jobs or are looking for them. Taking the larger projection from Table VII and the larger figure for jobs not included in Table VII, one finds only about 21.5 million jobs in the region. Thus there may be one million more workers than jobs in addition to those unemployed at the assumed rate of 3%. The one million will not necessarily all be unemployed, though many may be. Much of the difference could show up as underemployment rather than unemployment, however. This figure of one million, it must be emphasized, is in no way immutable; new policies or changes in the old ones can produce a vastly different employment pattern for the South from the stark one presented here.

Neither of the assumptions in Table IX is a happy one for

TABLE ~~XII~~ VIII LABOR FORCE; 1960 and PROJECTED 1970 AND 1980,

U. S., SOUTH, SOUTHERN STATES; NON-WHITE AND TOTAL

YEAR	1960 (APRIL 1)			1970 (ANNUAL AVERAGE)			1980 (ANNUAL AVERAGE)		
GROUP	NON-WHITE		TOTAL	NON-WHITE		TOTAL	NON-WHITE		TOTAL
UNIT	000	%ofT	000	000	%ofT	000	000	%ofT	000
ALABAMA	312	27.1	1153	386	27.3	1415	456	27.1	1684
ARKANSAS	111	18.2	610	140	18.2	769	172	19.2	894
FLORIDA	362	19.2	1887	482	18.0	2,672	641	18.0	3566
GEORGIA	392	25.8	1516	503	26.1	1,924	588	26.4	2228
LOUISIANA	318	29.1	1092	408	29.7	1,375	523	30.1	1711
MISSISSIPPI	282	38.0	743	351	37.5	935	430	38.9	1104
N. CAROLINA	382	21.8	1754	500	23.3	2145	591	24.2	2444
S. CAROLINA	261	29.1	896	339	30.1	1109	394	31.0	1270
TENNESSEE	204	15.5	1314	246	15.2	1617	289	15.5	1860
TEXAS	447	12.3	3636	574	12.6	4553	719	13.1	5503
VIRGINIA	291	19.0	1533	360	18.7	1928	429	18.8	2276
SOUTH	3362	20.8	16,134	4,289	21.0	20,442	5,232	21.3	24,540
(SOUTH AS % OF U.S.)	(45.4)		(23.1)	(44.3)		(24.0)	(42.8)		(24.4)
U.S. TOTAL	7400	10.6	69,877	9,671	11.3	85,257	12,219	12.1	100,670

SOURCE: Denis F. Johnston and George R. Methee, "Labor Force Projection by State, 1970 and 1980," Special Labor Force Report No. 74, Monthly Labor Review, (Oct. 1966), pp. 1149, 1163-1170.

both indicate considerably higher rates of unemployment for non-whites than for whites. Under the first (1975a), which assumes that non-whites will make no gains from their 1964 position in entering the faster growing craft and white collare occupations, the non-white unemployment rate would be 17% in the mid-1970's - more than five times the rate assumed for the entire labor force. This projection is obviously inaccurate, for it fails to take into account the gains that were being made even in 1964 and those which have been made since then. However, under the second assumption(1975b), which assumes that non-whites will make gains in the 1964-75 period at the same annual rate as they did in the 1958-64 period, the non-white unemployment rate is still projected to be about 7.5% - two and one-half times the rate assumed for the entire labor force.[19]

Hopefully this second assumption is also inaccurate; certainly the Equal Employment Opportunity Commission is working under Title VII of the 1964 Civil Rights Act to make it incorrect. Even if the EEOC has great success in its work, the picture in the South is likely to be bleaker than that for the nation as a whole, though certainly there will be urban areas in other parts of the country which will also be bleak. Table VIII shows that over 20% of the South's labor is and is likely to remain nonwhite, and that more than 40% of the nonwhites in the labor force are in and likely to remain in the South. Even under optimistic assumptions about ending discrimination in employment, the nonwhite unemployment rate, especially in the South, is likely to remain higher than that for the labor force as a whole. If total unemployment in the South is much greater than that for the entire nation, the situation of Negroes in the region will be disastrous - both for the individuals and for the region.

Equal Opportunity

Projections by race for various occupations are also possible, based either on the 1960 census or on the EEOC data. But for different reasons neither base is very satisfactory. When one recognizes that the EEOC has only very recently begun work, the likelihood of

such projections being grossly incorrect is apparent. Thus such projections are not made here. Instead Labor Department projections for occupational groups by race in 1975 are presented. These projections give some idea of the number of jobs expected in the United States for whites and non-whites under two assumptions.

TABLE IX

Choice and Non-Choice

Thus we have a picture of where we are now and both the needs and appearance of the future in broad terms. The policies leading toward that future have also been examined and discussed in the light of the goals of reduction of technological unemployment and of provision of equal employment opportunity. Obviously there is a need for changing some of the policies, for continuing some and ending others, as well as for finding new ways to reach the elusive goals of economic well-being and equality of opportunity if the almost mythical "NEW SOUTH" is ever to be attained. Even with extensive changes in policy it should not be expected that at some point in the future all the problems will be gone. Problems of social relations, seemingly by their very nature, recur or reappear in modified forms continually.

Even if the problems of equal opportunity and technological unemployment are not solved in any final way, there are choices to be made (or refusals to choose) which will affect these problems. The decisions will be made by variety of groups and individuals both in and out of government. Though they most likely will not be made with conscious consideration of it, these decisions, including the refusals to decide, will also dramatically affect political change in the region.

What will be done in the region will in part be determined by nationwide policies, which can be influenced but not wholly determined by the region. Much will be decided by the political and economic leaders of the South unless they, as has happened often in the past,

TABLE IX p. 28

ILLUSTRATIVE PROJECTIONS OF EMPLOYMENT OF NONWHITE WORKERS IN 1975

(In Thousands)

Occupational Group	Employment, 1964			Hypothetical Employment, 1975[a]			Hypothetical Employment, 1975[b]		
	Total	Non-white	Nonwhite as a percent of total	Total	Non-white	Nonwhite as a percent of total	Total	Non-white	Nonwhite as a percent of total
Total, all occupations	70,400	7,480	10.6	88,700	8,970	10.1	88,700	10,000	11.3
Professional, technical, and kindred workers	8,600	500	5.8	13,200	770	5.8	13,200	1,180	8.9
Managers, officials, and proprietors (excluding farm)	7,500	190	2.6	9,200	240	2.6	9,200	300	3.2
Clerical and kindred workers	10,700	570	5.4	14,600	780	5.3	14,600	1,050	7.2
Sales Workers	4,500	140	3.1	5,800	180	3.0	5,800	290	5.0
Craftsmen, foremen, and kindred workers ..	9,000	530	5.8	11,400	670	5.9	11,400	880	7.7
Operatives and kindred workers	12,900	1,520	11.8	14,800	1,740	11.8	14,800	1,900	12.8
Laborers (excluding farm and mine	3,600	970	26.9	3,700	1,990	26.9	3,700	960	25.9

TABLE ____ (continued)

Occupational Group	Employment, 1964			Hypothetical Employment, 1975[a]			Hypothetical Employment, 1975[b]		
	Total	Non-white	Nonwhite as a percent of total	Total	Non-white	Nonwhite as a percent of total	Total	Non-white	Nonwhite as a percent of total
Service workers.....	9,300	2,410	26.0	12,500	3,080	26.9	12,500	2,960	23.7
Farm workers	4,400	650	14.6	3,500	520	14.8	3,500	500	14.2

Notes: (1) Because of rounding, sums of individual items may not equal totals. (2) Total employment is rounded to the nearest 100,000 and nonwhite employment is rounded to the nearest 10,000; the percentages are derived from unrounded data. (3) The computations were done separately for the following occupational categories; Medical and other health; teachers, except college; other professional and technical; managers, officials, and proprietors; stenographers, typists, and secretaries; other clerical workers; retail trade sales workers; other sales workers; carpenters; construction craftsmen, except mechanics; other craftsmen and kindred workers; foremen, not elsewhere classified; drivers and deliverymen; other operatives; nonfarm laborers; private household workers; service workers, except private household; farmers and farm managers; and farm laborers and foremen.

[a]On the assumption that they will retain the same share of employment in each occupation as in 1964.

[b]On the assumption that their share of employment in each occupation changes at the same annual rate as in the 1958-64 period.

SOURCE: America's Industrial and Occupational Manpower Requirements, 1964-75, U. S. Department of Labor, Bureau of Labor Statistics, 1966, pp. 175-177.

abdicate the decisions to the federal government because of issues involving race relations. If there is default to Washington, some of the policies are almost certain to be more painful than they otherwise might be, and they may have the effect of sacrificing regional goals and ideals to broader considerations. Ideally the decisions will be made by Southern leaders with the assistance of national leaders, and the two groups will work together for equal opportunity and economic development. Most often in the past this ideal has not been attained, and Southern leaders have attempted to thwart Washington rather than work with its assistance. But whatever decisions are made and whoever makes them, they will be made only in response to pressures exerted by the interested public and in light of many more competing and/or conflicting goals than the two which are the primary considerations here.

Many of the decisions will be made by the leaders of the various non-governmental organizations involved, and the pressures on them and their goals will be of almost infititive variety. Though there will be some co-ordination of decisions and policies, both through actual consultations and through repponses to impersonal economic and political demands, much of what is done will not be coordinated. Nevertheless, all of the separate policies, decisions, and programs are part of a single policy process, broadly defined, for they all combine in their impact on regional change and the direction of regional change.

The policies which are now being implemented will effect what policies are chosen in the future as well as the way such policies will be implemented. The experiences under present policies will directly influence those who are now carrying the policies out, many of whom will direct future policies, and many of those leaders who will make decisions on future policies. More subtly and indirectly, present policies will effect future policies as they direct what V. O. Key, Jr. called the "fundamentla trends" which provide the opportunities for political change. Thus policies which attempt to cope with technological unemployment and to provide equal employment opportunity are ~~xx~~ political changes themselves while building the foundation for further change.

That changes will occur is certain; their direction is what is unclear. It is doubtful that the ideal of those for whom the South

is the potential land of milk and honey can be attained, but there is abundant potential for increasing per capita incomes both absolutely and in comparison to the national average. At present the apostles of doom appear each day to be more the accurate prophets however, at least on the issue of race relations if not on the question of the impact of cybernation or technological. The potential for interracial violence which Matthews and Prothro have ably documented for the South[20] is being realized in urban ghettos all over the nation. Though the igniting spark is almost always a police incident, and certainly police brutality is often a serious problem, one of the major underlying causes of the eruptions is unemployment and underemployment, much of which is the result in part of technological change.

Key wrote almost two decades ago that "the race issue broadly defined must be considered the number one problem on the southern agenda." [21] Today his statement is correct for the entire nation if one considers only domestic problems, and for the South the issue still dominates. The most crucial components of the broad definition have shifted though; for much has been done in some areas (though much remains to be done), notably voter registration. Today the most crying issues are economic, increases in incomes are needed, and such increases, if they come, are most likely to be provided by employment--which must be on a non-discriminatory basis. On such employment hinges all other components of the race issue. The policy choices, by default and by action, are being made. Even though there is not complete coordination, there is the possibility of at least choosing the direction of change. On those who choose, or refuse to choose, rests the responsibility for the direction of the South's regional development.

FOOTNOTES

1. Unless otherwise noted, the South is used to mean the states of Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Texas, and Virginia.

2. V. O. Key, Jr., Southern Politics in State and Nation, (New York: Alfred A. Knopf, Inc.) 1949.

3. Donald R. Matthews and James R. Prothro, Negroes and the New Southern Politics, (New York: Harcourt, Brace, and World, Inc.) 1966.

4. Key, p. 675.

5. Robert Sherrill, "It Isn't True That Nobody Starves in America," New York Times Magazine, June 4, 1967, p. 22, ff: "Hungry Children," Special Report of the Southern Regional Council.

6. The statement of the Ad Hoc Committee on the Riple Revolution is available from the Committee, P. O. Box 4068, Santa Barbara, California; the ideas of Tehobold and Michael are available in numerous places, for example see Robert Theobold, Free Men and Free Markets, (New York: Clarkson N. Potter, Inc.) 1963; and Donald N. Michael, Cybernation: The Silent Conquest, (Santa Barbara, California: The Center for the Study of Democratic Institutions) 1962.

7. See the Department of Labor's publications, Technological Trends in Major American Industries, Bulletin No. 1474, February 1966 and America's Industrial and Occupational Manpower Requirements 1964-75, January 1, 1966; also see the series, Seminar on Manpower Policy and Program, many numbers of which deal with technological change and employment; Garth L. Mangum, ed., The Manpower Revolution: Its Policy Consequences, (Garden City, New York: Dobbleday & Company, Inc.) 1965; New York Times, June 18, 1967, pp. 55; Howard R. Bowen and Garth L. Mangum, eds., Automation and Economic Progress, (Englewood Cliggs, New Jersey: Prentice-Hall, Inc.) 1966.

8. Clarence H. Danhof, "Four Decades of Thought on the South's Economic Problems," in Melvin L. Greenhut and W. Tate Whitman, eds., Essays in Southern Economic Development, (Chapel Hill: University of North Carolina Press) 1964, p. 9; C. Vann Woodward, Origins of the New South, Vol. IX of A History of the South, (Baton Rouge, Louisiana and Austin, Texas: Louisiana State University Press and the Littlefield Fund for Southern History of the University of Texas) 1951, pp. 221-222.

9. The Book of the States 1966-67, (Chicago: Council of State Governments) 1966, pp. 298-501; see also Raymond Munts "Wages, Insurance and Growth," New South, Vol. 21, No. 4 (Fall, 1966) pp. 40-50, esp. pp. 40-45.

10. Danhof, pp. 12-56.

11. Department of Labor, "A Sharper Look at Unemployment in U. S. Cities and Slums," A Summary Report Submitted to The President by The Secretary of Labor, No. pg., No date, based on data compiled in late 1966.

FOOTNOTES

12. Edgar S. Dunn, Jr., Recent Southern Economic Development as Revealed by the Chaging Structure of Employment, University of Florida Monographs, Social Sciences, No. 14, Spring 1962 (Gainesville, Florida: University of Florida Press) p. 13; see also W. H. Nichols, Southern Tradition and Regional Progress, (Chapel Hill: University of North Carolina Press) 1960; and W. J. Cash, The Mind of the South.

13. Department of Commerce, Statistical Abstract of the United States, 1966, pp. 330-331.

14. Vivian W. Henderson, "Regions, Race, and Jobs," in Arthur M. Ross and Herbert Hill, eds., Employment, Race, and Poverty, (New York: Harcourt, Brace & World, Inc.) 1967, pp. 76-104; Vivian W. Henderson, "The Economic Status of Negroes: In the Nation and in the South," Toward Regional Realism, No. 3 (Atlanta: Southern Regional Council, Inc.) No.date; Paul Bullock, "Employment Problems of the Mexican-Americans," Industrial Relations, Vol. 3, No. 3, (May 1964) pp. 37-50.

15. Department of Commerce, Statistical Abstract of the United States, 1965, p. 225.

16. Donald D. Osburn, "Negro Employment in the Textile Industries of North and South Carolina," Equal Employment Opportunity Commission, Office of Research and Reports, Research Report 1966-10, November 21, 1966, pp. 15, 19.

17. See Source of Table V.

18. See the first two items cited in footnote 7 above.

19. America's Industrial and Occupational Manpower Requirements 1964-75, pp. 175-77.

20. Matthews and Prothro, pp. 351-357, 361-366.

21. Key, p. 675.

THE INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES
3080 BROADWAY
NEW YORK 27, N. Y.

RIVERSIDE 9-8000

May 10, 1960

Dear Mr. Fleming:

Spearheads of the future cast a gleam which enables us to consider in advance the effects probable developments - scientific, technological, governmental, and many others - may have on the course of events. The enclosed outline indicates several spearheads which seem of special importance and interest discussed in the light of their probable cultural and moral implications. I would welcome your comments on the selection and phrasing of the topics and your suggestions of others that have not occurred to us, but should be considered.

Further, we would very much like you to take part in the series itself. May I on behalf of our executive committee, which includes Robert McAfee Brown, Louis Finkelstein, Harry Emerson Fosdick, F. Ernest Johnson, and Robert J. McCracken, bespeak your willingness to consider participation in our program on "Universal Negro suffrage in the southern United States."

We hope a number of other leaders will join this effort and that the talks will ultimately be printed, perhaps with some additional chapters in a book. This will depend largely on whether the whole series forms a worthwhile unit.

The addresses are given on Tuesdays at The Jewish Theological Seminary of America, at 1:00 p.m., and each talk should last about half an hour.

The Institute cannot offer an adequate honorarium for your chapter and lecture, but we have a sum that would make available a payment of $75, and expenses. The Institute publications do not pay royalties because of the comparatively small distribution achieved by scholarly publications. However, each edition of our books has in the past reached a circle that is unusually large for material of such nature.

As you may know, the Institute, which is described in the enclosed program for 1959-1960, draws a weekly audience of some 150 clergymen from the various denominations. As you will see, we held a similar luncheon series this past winter, and it was a real success. Accordingly, we are all the more eager to have your help with the coming program.

Enclosed herewith is a form in duplicate indicating the dates of the meetings. Please use it and the attached addressed envelope (which needs no postage) to indicate your acceptance and whether you could speak in our series on Tuesday, January 3, 1961. However, if that would not prove convenient for you, we could rearrange the schedule.

It will give me personally much pleasure and I am confident it will prove of great interest to our Fellowship, and through the book, to a far wider audience, if you can see your way to accept this invitation.

Sincerely yours,

R. M. MacIver

R. M. MacIver

Harold C. Fleming, Esq.
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

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May 20, 1960

Dr. R. M. MacIver
Institute for Religious and Social
Studies
3080 Broadway
New York 27, New York

Dear Dr. MacIver:

I am complimented by your invitation to take part in the 1960-61 luncheon series of the Institute for Religious and Social Studies, and would be happy to accept. A commitment in Atlanta on January 2, however, would make it difficult, if not impossible, for me to be in New York at the appointed time. If it is still possible to change the date of the session on Negro suffrage to January 10 or any one of the later January dates, I can accept with pleasure.

I realize that this may present difficulties for you and, if a change is impossible, I shall understand fully.

I recall with pleasure meeting you in Atlanta several years ago and would welcome a chance to renew our acquaintance.

Cordially yours,

Harold C. Fleming
Executive Director

HCF/mf

THE INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES
3080 BROADWAY
NEW YORK 27, N. Y.

RIVERSIDE 9-8000

May 23, 1960

Dear Mr. Fleming:

Your letter of the 20th has arrived during the absence of both Doctor MacIver and Miss Jessica Feingold, the Institute's Executive Director, from the office.

I know they will both be delighted to hear of your willingness to take part in the Institute luncheon series, and will be in touch with you regarding the setting of another date for your talk that will be satsifactory for you.

Sincerely,

Carlotta Damanda

Harold C. Fleming, Esq.
Executive Director
Sputhern Regional Council, Inc.
Room 432
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

File dr. R. M. MacIver

June 13, 1960

Miss Jessica Feingold
Executive Director
The Institute for Religious and Social
Studies
3080 Broadway
New York 27, New York

Dear Miss Feingold:

Thank you for your letter of June 9. I appreciate your willingness, and that of Professor MacIver, to rearrange the schedule of the luncheon series. January 31 will be perfectly convenient, and I shall look forward to hearing further from you as the date draws nearer.

As you will see from the enclosure, my academic status can be indicated quite briefly.

Cordially,

Harold C. Fleming
Executive Director

HCF/mf
Enclosure - 1.

THE INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES
3080 BROADWAY
NEW YORK 27, N. Y.

RIVERSIDE 9-8000

June 9, 1960

Dear Mr. Fleming:

On my return to the office today, I was indeed delighted to find your letter of the 20th addressed to Professor MacIver. I have already spoken to him by telephone and he shares my satisfaction at your willingness to take part in his luncheon series next winter.

In view of your problem about dates, we will schedule your talk for Tuesday, January 31, and assume that will be convenient.

In accordance with our regular custom, we would like to check with you the listing of your name for our printed announcement. Therefore, please use the extra copy of this letter and the attached return envelope to complete the following:

Harold C. Fleming, _____(highest academic degree),

_____(conferring institution);

Executive Director, Southern Regional Council, Inc.

We will of course keep in touch with you as our plans develop, and look forward to seeing you in January.

Cordially,

Jessica Feingold

Mr. Harold C. Fleming
Executive Director
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N. E.
Atlanta 3, Georgia

a.w.

THE INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES
3080 BROADWAY
NEW YORK 27, N. Y.

RIVERSIDE 9-8000

June 16, 1960

Dear Mr. Fleming:

Professor MacIver will appreciate your willingness to fix a definite date for the talk in his luncheon series and we all look forward to seeing you on January 31st.

We should be in touch with you long before then regarding a number of details but trust that there will be nothing that will need attention during the summer.

Cordially,

Jessica Feingold

Mr. Harold C. Fleming
Southern Regional Council
Room 432, 63 Auburn Avenue, Northeast
Atlanta 3, Georgia

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THE INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES
3080 BROADWAY
NEW YORK 27, N. Y.

RIVERSIDE 9-8000

September 20, 1960

Dear Mr. Fleming:

Professor MacIver has suggested that we send you the enclosed proof of the 1960-1961 Institute program in which you kindly agreed to take part. We will of course be in touch with you again before your own address.

Professor MacIver and everyone else connected with the school will be happy to have you attend any of the sessions.

Cordially yours,

Jessica Feingold

Harold C. Fleming, Esq.
Executive Director
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

January 17, 1961

Dear Sir:

Harold C. Fleming, Executive Director, Southern Regional Council, Inc., is to speak in the series on "Spearheads of the Future: Their Cultural and Moral Implications" at one o'clock p.m. at the Institute on Tuesday, January 31, 1961. Enclosed is the announcement of the entire program for your information.

The Institute Fellowship is composed of clergymen and educators who are concerned with the many social, cultural, and religious issues now confronting spiritually-minded men.

If any further information would be of help to you in your public information plans, we will of course be happy to aid you in any way.

Sincerely yours,

Marjorie Wyler
Public Relations Department

Director of Public Relations
The Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

enc.

ck
cc; Harold C. Fleming, Esq.

THE INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES
3080 BROADWAY
NEW YORK 27, N. Y.

RIVERSIDE 9-8000

January 23, 1961

Dear Mr. Fleming:

We are looking forward with great anticipation to your talk in Professor MacIver's series on Tuesday, January 31st.

In order to avoid confusion, please plan to meet the chairman in the lounge outside the dining room, first entrance to your left through the quadrangle, just before one o'clock so that you can go in to the luncheon together.

In accordance with our usual custom, we will have lucheon served as quickly as possible, so that you may begin your talk by one-thirty or one-forty.

Riverside Radio (the FM station of The Riverside Church) began broadcasting January 1st. The station plans a general educational program, including material from neighboring institutions and going far beyond that of the particular church itself. Accordingly the station will tape all the current lectures at The Institute for Religious and Social Studies, although none will be broadcast without specific permission from the Institute and the lecturer concerned.

As you know, we plan to publish the lectures in this series in book form, although we cannot guarantee publication, for that will depend on whether the whole series forms a unit that would make a worthwhile book. However we would let you know as quickly as possible if the publishers reach an adverse decision so that you will be released from our claim on your paper and free to use it elsewhere. If you do not expect to have a manuscript for Tuesday, we could arrange for a stenotypist to take down your talk. Please let us know on the enclosed card whether a stenotypist should be present.

Sincerely yours,

Jessica Feingold

Harold C. Fleming, Esq.
Southern Regional Council
63 Auburn Avenue, North East
Atlanta 3, Georgia

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THE INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES
3080 BROADWAY
NEW YORK 27, N. Y.

RIVERSIDE 9-8000

January 31, 1961

Dear Mr. Fleming:

Enthusiastic reports have already reached me of your talk at the luncheon meeting, and I am only sorry that I was prevented from being present. However, I look forward to reading your material and know I will learn a great deal from it.

We are all delighted at your willingness to speak in the series and to contribute a chapter for the proposed volume.

With every good wish, I am

Faithfully, as ever,

Louis Finkelstein

Harold Fleming, Esq.
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

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February 8, 1961

Expenses incurred in connection with speech for the Institute for Religious and Social Studies, New York City, January 31, 1961:

Train, Atlanta-New York.....	$ 66.97
Plane, New York-Atlanta	66.61
Hotel (night of 1/30/61)	15.45
Meals	8.59
Taxis & Limousines	6.80
Tips	3.00
TOTAL:	$167.42

Signed: _____
Harold C. Fleming

Please return to

The Institute for Religious and Social Studies
3080 Broadway
New York 27, New York

Tuesdays, 1 p.m. series

"Spearheads to the Future: Their Cultural and Moral Implications"

I. I can discuss that theme on the date you have suggested,_____.

II. I would prefer the dates indicated below (please show order of choice by numerals, 1, 2, etc.):

1960	1961
October 25____	January 3____
November 1____	January 10____
November 15____	January 17____
November 22____	January 24____
November 29____	January 31____
December 6____	February 7____
December 13____	

III. I regret that I cannot participate in the series_____.

Signed_____

THE INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES
3080 BROADWAY
NEW YORK 27, N. Y.

RIVERSIDE 9-8000

1 p.m. luncheon series - 1960-1961

"Spearheads to the Future: Their Cultural and Moral Implications"

R.M. MacIver presiding

Date	Suggested Topic
October 25	Population increasing at the present rate through 2060
November 1	Life expectancy increasing twenty years in a quarter century
November 15	Peaceful applications of atomic energy
November 22	Automation
November 29	Spread of mass education
December 6	Disarmament
December 13	World Government
January 3	Universal Negro suffrage in the southern United States
January 10	Free exchange with the countries behind the Iron Curtain
January 17	The rise of native states in Africa
January 24	The industrialization of Latin America
January 31	The rising power of the emerging East
February 7	Advancing exploration of outer space

Please return to

The Institute for Religious and Social Studies
3080 Broadway
New York 27, New York

Tuesdays, 1 p.m. series

"Spearheads to the Future: Their Cultural and Moral Implications"

I. I can discuss that theme on the date you have suggested,_____.

II. I would prefer the dates indicated below (please show order of choice by numerals, 1, 2, etc.):

1960	1961
October 25____	January 3____
November 1____	January 10____
November 15____	January 17____
November 22____	January 24____
November 29____	January 31____
December 6____	February 7____
December 13____	

III. I regret that I cannot participate in the series_____.

Signed_____

This certifies that

Harold C. Fleming, Esq.

has been invited to become a member of

THE FELLOWSHIP OF
THE INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES

Northeast corner of Broadway and 122nd Street
New York 27, N. Y. RIverside 9-8000

Not transferable

1960-1961 program on back

The Institute for Religious and Social Studies

	11-11:50 *Education for Living in a Changing World*	12-12:50 *The Place of Religion in an Urban Civilization*	1-Luncheon *Spearheads of the Future: Their Cultural and Moral Implications*
Tuesdays			
1960			
Oct. 25	Mr. Cousins	Prof. Lee	Prof. Schwartz
Nov. 1	Dr. Nuesse	Prof. Lenski	Prof. Shapley
Nov. 15	Dr. Friedman	Rabbi Waxman	Prof. Lerner
Nov. 22	Dr. Miller	Prof. Schuyler, S.J.	Dean Dunning
Nov. 29	Dr. Stewart	Father Campion, S.J.	Dr. Faust
Dec. 6	Prof. Hopper	Prof. Hertz	Dr. Taylor
Dec. 13	Dean Fischer	Mr. Kloetzli	Mr. Black
1961			
Jan. 3	Mr. Genné	Mr. Moody	Dr. Kirk
Jan. 10	Prof. Clark	Mr. Ruoss	Prof. Kulski
Jan. 17	Prof. Driver	Prof. Dodson	Dr. Wieschhoff
Jan. 24	Mr. Gitlin	Mr. Hargraves	Prof. Kimball
Jan. 31	Dean Cleveland	Mr. Osman	Mr. Fleming
Feb. 7	Symposium: Dr. Barry, Mr. Hargraves, Prof. Schuyler, S.J., Rabbi Waxman, Mr. Younger		Dr. Pregel

The Institute for Religious and Social Studies is a scholarly and scientific fellowship of clergymen and other religious teachers, who desire authoritative information regarding some of the basic issues now confronting spiritually minded men. The purpose of the Institute is to develop a keener awareness of the unique contributions which the various religious traditions have made to the advancement of civilization; and can make toward solution of the perplexities of our day.

Since the establishment of the Institute at The Jewish Theological Seminary of America in 1938, an extension was founded in Chicago in 1944, conducted in cooperation with The University of Chicago. In January, 1945, another extension was opened in Boston, conducted in cooperation with the American Academy of Arts and Sciences.

THE **PROOF**

INSTITUTE for RELIGIOUS and SOCIAL STUDIES

1960 *1961*

A GRADUATE SCHOOL CONDUCTED WITH THE COOPERATION OF CATHOLIC, JEWISH AND PROTESTANT SCHOLARS

THE JEWISH THEOLOGICAL SEMINARY OF AMERICA
NEW YORK CITY

May 1, 1946

Miss Hope Dennis, Secretary
Institute of Race Relations
Fisk University
Nashville 8, Tennessee

Dear Miss Dennis:

Thank you for the announcements about the third annual Institute of Race Relations which is to be held at Fisk University July 1 to July 20.

I should like to call the institute to the attention of our Honorary Fellows. Could you let us have 35 copies of the announcement for this purpose? I believe that several of our Fellows would like to attend the Institute. We hope to be able to pay the expenses of two persons. Perhaps some of the others will be able to qualify for scholarships.

Cordially yours,

GUY B. JOHNSON
Executive Director

GBJ:IBT

INSTITUTE OF RACE RELATIONS
AMERICAN MISSIONARY ASSOCIATION
FISK UNIVERSITY
NASHVILLE 8, TENNESSEE

April 26, 1946

CHARLES S. JOHNSON, DIRECTOR

HOPE DENNIS, SECRETARY

RECEIVED
APR 29 1946
Southern Regional Council

Dr. Guy B. Johnson, Executive Director
The Southern Regional Council
Room 432
63 Auburn Avenue, N. E.
Atlanta, Georgia

Dear Dr. Johnson:

Under separate cover we are sending to you ten announcements of the third annual Institute of Race Relations to be held at Fisk University July 1 to July 20.

We shall appreciate your making them available to any of your personnel who may be in a position to attend.

Sincerely yours,

Hope Dennis

Hope Dennis

hd-r

June 24, 1946

Dr. Charles S. Johnson
Institute of Race Relations
Fisk University
Nashville 8, Tennessee

Dear Charles Johnson:

Thank you for your letter of June 20 concerning the schedule for my talk at the Institute of Race Relations. The afternoon of July 15 suits me fine and the wording of the topic which you have assigned me is quite all right with me.

I expect to arrive on the evening of July 14 or the morning of the 15th and I shall probably have to catch a train for Atlanta on the evening of July 15. I am terribly sorry that I cannot spend the whole week at Fisk for there is nothing I would like better, but it just isn't possible this time.

All good wishes.

Cordially yours,

GUY B. JOHNSON
Executive Director

GBJ:IBT

INSTITUTE OF RACE RELATIONS
AMERICAN MISSIONARY ASSOCIATION
FISK UNIVERSITY
NASHVILLE 8, TENNESSEE

CHARLES S. JOHNSON, DIRECTOR

HOPE DENNIS, SECRETARY

June 20, 1946

RECEIVED
JUN 22 1946
Southern Regional Council

Dr. Guy B. Johnson
Southern Regional Council
63 Auburn Avenue
Atlanta 3, Georgia

Dear Guy Johnson:

It has been good of you to consent so readily to have a part on the program of the Third Annual Institute of Race Relations which will be held July 1-20. It has also been a great convenience to us, in ordering the detailed program schedule, that you allowed temporarily a leeway within the third week while a somewhat complicated schedule took final form. We can now indicate the exact date of your appearance, and I sincerely hope that the scheduling is found to be agreeable to you.

While we are depending on you for as much of the third week as possible, we are definitely scheduling you for a lecture on the afternoon of the 15th, when you will be discussing the Southern Regional Council. We have tentatively indicated on the program that you will discuss "Methods of Dealing with Racial Situations in the South: Specifically the Work of the Southern Regional Council."

If you have a better title please send it on promptly. Also, please indicate when you plan to arrive and if you would like to have us arrange return reservations.

We are looking forward to your coming with great interest. There has been an excellent membership registration.

With best wishes,

Sincerely yours,

Charles S. Johnson

Charles S. Johnson

csj-p

G. B. J. - Talk at Fisk Univ.
Inst. of R.R. 7/15/46

SRC

- How it started — Conference — Basic philosophy
- Structure < Members — Board — Exec. Com. — Admin. Staff
  Fellows — State Divisions — Affiliates

- Functions
  - education + information
  - coordination
  - consultation + advisory services
  - stimulation of interest + action, esp. on state + local level
  - pointing the way

- SRC is non-partisan + non-political, but in for action
- A word about our staff
- Brief survey of activities
  - Development of State Units
  - Cooperation with other agencies
  - Conference on South's Post-War Economy
  - Negro police
  - Survey of Transportation in Atlanta
  - Veterans' Service Project
  - Survey of Negro Community in Fort, Fla.
  - Police Training Bulletin (in process)
  - Investigation of Columbia, Tenn. Incident
    - U.S. Dept. of Justice — Possible report in New South
  - The white primary — esp. in Ga.

- Some principles + suggestions

Some principles of operation as I see them:

1. — Don't put all your eggs in one basket — e.g., federal legislation; mass protests.

3. — Emphasize the positive ~~we~~ wherever possible. E.g. praise newspaper for what ~~they~~ progress they have made

4 — There are a lot of good, ordinary people who are trying to do the right thing. They don't like to be stereotyped or pressured. Find them, encourage them, help them to move on from where they are.

2. — Don't be too quick to "cross out" somebody. He may have a streak of decency, and you may ~~also~~ be able to get his cooperation tomorrow if you have not hopelessly alienated him.

5. — Don't ~~be~~ too concerned about getting credit for everything your agency does.

6. — Keep your members and the public informed about organizational activities but don't play for the headlines just for the sake of publicity. If you do a good job and establish a reputation for the integrity of your agency, you won't have any difficulty getting credit and publicity.

The following letter is from a friend of ours who lives in a Georgia town not far from Atlanta. He is a lawyer and a plain ordinary citizen who tries to do the right thing as he sees it. - GBJ

- - -

COPY

July 9, 1946

Southern Regional Council, Inc.
Atlanta, Ga.

Gentlemen:

With the thought in mind that what we are doing here in an effort to give the Negro a fair deal in his voting might interest you and I am giving you the picture.

First, early in the year, before the decision was handed down by the Circuit Court of Appeals in the King case I went to Dr. _____, the leading Negro in the county and told him that very likely Negroes would vote in this election and suggested that he get some associates and get as many registered as he could. He began this and had the co-operation of the county officials. There was no organized opposition to their registering and they had the full support of the registering officials.

Next, some of us brought to the attention of these Negro leaders that many ballots were not counted in every election because they were not properly marked and that likely as the Negroes were not accustomed to vote if nothing were done to instruct them, many of their ballots would not be counted because they would not be properly marked and suggested that they conduct a campaign of education along this line. This is being done.

So, just last night Mr. _____, who has been holding the elections here for many years met with this group to instruct them as to how to get their ballot, how to mark it and vote it. We plan to have some Negroes at the polling place to help those who desire it on election day.

None of this was done by any reformers or interracialist, but just in the matter of fair play and a willingness to give them a fair trial and try to live up to the spirit of the law.

Yours very truly,

_____

THIRD ANNUAL INSTITUTE OF RACE RELATIONS
July 1 - 20, 1946

PROGRAM SCHEDULE

FIRST WEEK: ORIENTATION AND GENERAL BACKGROUND

MONDAY, July 1	**Morning**	
8:30 - 1:00	Registration - Livingstone Hall, Rooms 102 - 104	
	Afternoon	
2:30 - 3:00	Introductory Statement	Charles S. Johnson
3:00 - 4:00	Peoples of the Earth	Edwin R. Embree
	Evening	
8:00	Color and Conscience	Buell G. Gallagher
TUESDAY, July 2	**Morning**	
9:00 - 9:40	Race Defined: Anthropologically and Sociologically	Ina C. Brown
9:40 - 10:20	Basic Psychology of Rumor	Gordon W. Allport
10:40 - 12:00	Panel: Psychological Basis of Race Attitudes	Gallagher, Allport, Brown
	Afternoon	
2:30 - 3:15	Racism and Social Action	M. F. Ashley Montagu
3:15 - 4:00	Panel	Montagu, Embree Allport
	Evening	
8:00	Race Relations in One World	Edwin R. Embree
	Acquaintance Meeting - International Student Union	

WEDNESDAY, July 3	**Morning**	
9:00 - 9:40	The Christian Choice	Buell Gallagher
9:40 - 10:20	Group Discussion	
10:40 - 12:00	Panel: Religion and Social Action	Gallagher, Montagu Riley
	Afternoon	
2:30 - 3:15	Problems of the Caribbean	Eric Williams
3:20 - 4:00	Discussion	
	Evening	
8:00	Some Roots of Prejudice	Gordon W. Allport
THURSDAY, July 4	**Morning**	
	General Assembly: Seminars on the Church, Official and Citizens' Committees	
9:00 - 9:40	Organized Religion and Social Issues	Galen Weaver
9:40 - 10:20	The Organization and Strategy of the American Council on Race Relations	A. A. Liveright
10:40 - 12:00	Panel Discussion (Separate Meetings)	
	The Church and Race Relations (Room 1)	Samuel C. Kincheloe, Weaver
	Official and Citizen's Committees on Race Relations	Thomas H. Wright, Liveright
	Afternoon	
2:30 - 4:00	Can Presentation of Facts Change Attitudes	Ethel Alpenfels
	Evening	
8:00	Race, the Bomb, and the Common Purpose of Humanity	[illegible]

FIRST WEEK (Continued)

FRIDAY, July 5	**Morning**	
9:00 - 9:40	Labor Relations in the South--Philosophy and Fact	Lipscomb Davis
9:40 - 10:20	Personal Manners and Racial Ethics	T. V. Smith
10:40 - 11:20	What Can You Say When They Ask You?	Ethel Alpenfels
11:20 - 12:15	Panel	Alpenfels, Weaver, Smith
	Afternoon	
2:30 - 3:15	Minority Groups and Community Organization	Gordon Blackwell
3:15 - 4:00	The Mayor's Committee on Human Relations, Chicago	Thomas H. Wright
	Evening	
8:00	Discipline for Democracy	T. V. Smith
	At Home - Mrs. Charles S. Johnson	
SATURDAY, July 6	**Morning**	
9:00 - 9:40	Oriental Americans in the American Scene	Galen Weaver
9:40 - 10:20	Current Trends in the Caribbean	Eric Williams
10:40 - 12:00	Discussion	
SUNDAY, July 7		
11:00	Worship Service	Samuel C. Kincheloe
4:00	The Demands of the Christian Gospel	Peyton R. Williams

FIRST WEEK (Continued)

FRIDAY, July 5

Morning

9:00 - 9:40	Labor Relations in the South--Philosophy and Fact	Lipscomb Davis
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11:20 - 12:15	Panel	Alpenfels, Weaver, Smith

Afternoon

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3:15 - 4:00	The Mayor's Committee on Human Relations, Chicago	Thomas H. Wright

Evening

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	At Home - Mrs. Charles S. Johnson	

SATURDAY, July 6

Morning

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9:40 - 10:20	Current Trends in the Caribbean	Eric Williams
10:40 - 12:00	Discussion	

SUNDAY, July 7

11:00	Worship Service	Samuel C. Kincheloe
4:00	The Demands of the Christian Gospel	Peyton R. Williams

SECOND WEEK

MONDAY, July 8	**Morning**	
	Introduction of Seminars on the Community, Federal Agencies and Employment	
9:00 - 9:40	Problems and Techniques to Expedite the Adjustment of Urban Negro Families	Frayser T. Lane
9:40 - 10:20	Federal Housing and Race Relations	Frank Horne
10:40 - 12:15	Panel: Community Adjustment Problems and Housing	
	Negro Home Ownership as a Factor in Community Adjustment	DeHart Hubbard Lane, Booker T. McGraw, Horne
	Afternoon	
	Labor and Management	
2:30 - 3:15	The Role of the Community Agency in Improving the Industrial Status of Minority Groups	R. Maurice Moss
3:15 - 4:00	Background for Industrial Brotherhood	Kendall Weisiger
	Evening	
8:00	Management's Peacetime Policies on Employment of Minority Groups	Thomas D. Hook
	Our Destiny	Kendall Weisiger
TUESDAY, July 9	**Morning**	
9:00 - 9:40	Financing Private and Public Housing for Negroes	Booker T. McGraw
9:40 - 10:20	Labor's Role	George W. Brooks

TUESDAY morning, July 9 (continued) SECOND WEEK (Continued)

10:40 - 12:00	Seminars (Separate Meetings)	
	Community Adjustment Problems and Housing (Room 1)	McGraw, Herman Long, Lane, Hubbard, Horne
	Labor (Room 3)	George W. Brooks (AFL) George S. Mitchell (CIO) John Hope II (FEPC) J. Lawrence Duncan
	Afternoon	
	Seminar: Employment, Management, Labor	
2:30 - 3:15	Services to Negro Veterans	George S. Mitchell
3:15 - 4:00	Panel	Paul D. Williams, Weisiger, Hook, Brooks, Mitchell, Moss
	Evening	
8:00	The Basis of Brotherhood	Dr. Smiley Blanton

WEDNESDAY, July 10

	Morning	
9:00 - 10:00	An Analysis of Prejudice	Dr. Smiley Blanton
10:30 - 12:00	Group Discussion	
	Afternoon	
2:30 - 3:15	The Philosophy and Objective of Public Housing	Robert R. Taylor
3:15 - 4:15	General Panel (cross-topical): Community Problems, Labor, Government	Duncan, Brooks, Mitchell, Moss, Lane, Col. Fred Miller
	Evening	
8:00	Piano Recital - Miss Doris Jones - Fisk Memorial Chapel	

SECOND WEEK (Continued)

THURSDAY, July 11

Morning

9:00 - 10:00	Army Training and Testing Program	Roy Davenport
10:20 - 11:20	The War Department's Program of Preparation of Negro Soldiers for Civilian Life	James C. Evans
11:20 - 12:00	Panel	Davenport, Evans

Afternoon

2:30 - 4:00	Panel: United States Employment Services and Veterans	
	USES in Tennessee	Paul Jessen
	Employer Services, Applicant Services	Howard Andes
	Labor Market and Placements	Warren B. Robeson
	On-the-Job-Training and Apprentice Training	Henry S. Bloker
	Minority Group Services	William Shell

Evening

8:00	Judaism and Race Relations	Rabbi F. M. Isserman

FRIDAY, July 12

Morning

Problems of Other Minorities - Jew, Japanese-Americans

9:00 - 9:40	Japanese-Americans	Saburo Kido
9:40 - 10:20	The Jew	F. M. Isserman
10:40 - 11:20	Anti-social Organizations and Movements	Alexander F. Miller
11:20 - 12:15	Panel	Kido, Isserman, Miller, Prattis

Afternoon

2:30 - 3:15	Armed Services and Veterans' Problems	Brigadier General Trudeau
3:15 - 4:00	Panel	Trudeau, Davenport, Evans

SECOND WEEK (Continued)

FRIDAY, July 12 (Continued)	Evening	
8:00	How Management Looks at Race Relations in Industry Labor and Race Relations	Arnold Maremont Kermit Eby
SATURDAY, July 13	Morning	
9:00 - 10:20	Panel: The Role of Labor in a Democratic Society	George L-P Weaver, Kermit Eby, Arnold Maremont
10:40 - 12:15	Panel (cross-topical): Management, Labor Minorities	Kido, Isserman, Miller, Poznanski, Mark, Maremont, Eby, Prattis
SUNDAY, July 14		
11:00	Worship Service	Fred Brownlee
4:00	Lecture	Rabbi Mark

THIRD WEEK

MONDAY, July 15

Morning

9:00 - 9:40	Intercultural Education and Race Relations	Hilda Taba
9:40 - 10:20	Community Agencies and Informal Programs of Racial Adjustment	Albert Dent
10:40 - 12:15	Panel	Taba, Dent

Afternoon

2:30 - 3:15	Methods of Dealing with Racial Situations in the South (Southern Regional Council)	Guy Johnson
3:15 - 4:00	The Forum as a Technique in Race Relations	Emily Woodward

Evening

8:00	Mission to Japan	Emily Woodward

TUESDAY, July ~~15~~ 16

Morning

9:00 - 9:40	Availability of Education in the Negro Separate School	Charles H. Thompson
9:40 - 10:20	The Problem of Equalization	Fred Wale
10:40 - 12:15	Panel	Taba, Woodward, Thompson, Wale

Afternoon

Separate Panels

2:30 - 4:00	Labor and the Industrial Situation	
	Industrial Planning in Community Organization	Lester Granger George L-P Weaver
	Education and the Cultural Process	Marion Edman, Brown, Taba

Evening

[illegible]	The Navy's New Racial Policy	Lester [illegible]

THIRD WEEK (Continued)

WEDNESDAY, July 17	**Morning**	
9:00 - 9:40	Outline of a Program for Southern Agriculture	James Maddox
9:40 - 10:20	Labor Education in the South	Frank McAllister
10:40 - 12:15	Panel	Maddox, McAllister, Weaver
	Afternoon	
2:30 - 4:00	Programs	
	Changing Patterns of Race Relations in Women's Inter-church Groups	Louise Young M. E. Tilley Myra Smith Annie Lee Davis
	Evening	
8:00	The Negro's Future in Labor	Willard Townsend
THURSDAY, July 18	**Morning**	
9:00 - 9:40	Some Observations on the Role of Ethnic and Class Factors in the United States by Type-Farming Areas	Arthur Raper
9:40 - 10:20	Labor and the Church	Willard Townsend
10:20 - 12:15	Panel	Townsend, Maddox, Raper, McAllister
	Afternoon	
2:30 - 4:00	Panel: Politics, Suffrage and the Press	
	Politics	Henry Lee Moon
	Press	P. L. Prattis
	Press and Politics	Jennings Perry
	Evening	
8:00	The Supreme Court and Its Racial Morals	[illegible]

THIRD WEEK (Continued)

FRIDAY, July 19

Morning

9:00 - 10:00	Legal Aspects of Restrictive Covenants	Charles H. Houston
10:20 - 11:20	The Further Mechanization of Cotton as Related to the Institutionalization of Race and Class Factors in the South	Arthur Raper
11:20 - 12:15	Panel	Houston, Raper

Afternoon

2:30 - 5:00	Panel: Politics, Suffrage, the Press (continued)	
	The Handling of News on Columbia, Tennessee	Charles Lawrence
	Negro Suffrage in the South	Clarence Bacote
	Labor, Politics and Race	Henry Lee Moon

Evening

8:00	The Future of Race Relations	W. W. Alexander

Morning

SATURDAY, July 20

9:00	Summary and End of the Third Annual Institute of Race Relations	Charles S. Johnson

THIRD ANNUAL

INSTITUTE OF RACE RELATIONS

American Missionary Association

July 1-20, 1946

WHO'S WHO

Membership

1. Barber, Mrs. William M. -- 2515 N. Oakley Street, Saginaw, Michigan. Nurse. Michigan Practical Nursing Association; Staff Assistant, American Red Cross; Executive Member, Council of Church Clerics; Vice-President, Saginaw Branch NAACP; Executive Member, State NAACP Board; Y.W.C.A.

2. Bittinger, Rev. Foster M. -- Oak View, Westernport, Maryland. Minister. Church of the Brethren; Rotary International; Chairman, Tri-Town Y.M.C.A. and Recreational Committee; Chairman, Race Relations Committee (Southeastern Region) Church of the Brethren; Co-Director, Inter-Race Church Camp.

3. Blacklidge, Rev. John H. -- 307 Warren Street, Brooklyn, New York. Minister.

4. Blackmon, Rev. Whalon H. -- Alcorn A. and M. College, Alcorn, Mississippi; Annual Conference, Methodist Church; Interracial Fellowship for College of Mississippi; NAACP. Chaplin, Instructor.

5. Broadbrook, Miss Gracia E. -- 222 Aldine Street, Rochester, New York. Student.

6. Brewster, Rev. Charles T. -- 710 Poyntz, Manhattan, Kansas. Minister. Kiwanis Club; Advisory Board of Manhattan Negro Civic Club; President of Board of Directors of Manhattan's Consumer Co-operative Association.

7. Brown, Mrs. Louise D. -- 10630 Tacoma Avenue, Cleveland, Ohio. Teacher. Junior Board of Phyllis Wheatley Association; NAACP.

8. Brown, Mrs. Florence Beatty. -- 615 School Street, Jefferson City, Missouri. Teacher.

9. Caspary, Miss Ruth L. -- 2026 E. 107th Street, Cleveland, Ohio. Public Education Secretary, Urban League; Progressive Citizens Committee; The Ansel Road Temple.

10. Caution, Tollie L. -- 281 4th Avenue, New York City. Secretary, Negro Work Division, Protestant Episcopal Church.

11. Chen, Miss Shan-Tsiang, Greenwich House, 27 Barrow Street, New York City. Graduate student, New York University.

12. Claxton, Paul M. -- Box 778, Pine Bluff, Arkansas. Owner and Manager, Beauty Shop; Methodist Church; Lions Club; Chamber of Commerce; Junior Chamber of Commerce.

13. Comer, Miss Katherine B. -- Chapel Hill, North Carolina.

14. Crank, Mrs. Suejette T. -- 5606 S. Wabash Avenue, Chicago, Illinois. Program Service Guild of Woodlawn A.M.E. Church; NAACP; Director for Business and Professional Women, Y.W.C.A.; Women's Division of Urban League; Alpha Kappa Alpha Sorority; Adult Education Council of Chicago.

15. Davis, Mrs. Annie Lee -- Children's Bureau, United States Department of Labor, Washington, D. C. Consultant in Social Services for Children in Minority Groups.

16. Davis, Mrs. Dowdall H., Jr. -- 2711 E. 23rd Street, Kansas City, Missouri. Public Relations Secretary, Urban League of Kansas City. Committee of Management, Paseo Branch Y.W.C.A.; Public Affairs Council, City Y.W.C.A.; Radio Committee, Kansas City Branch NAACP; Alpha Kapa Alpha Sorority.

17. Doty, Mrs. Elizabeth L. -- 118 Irwin Avenue, Ben Avon, Pittsburgh 2, Pennsylvania. Director of Women's Department, Central Branch Y.W.C.A.; Workers Section of Group Work Division of Social Agencies; Member, Intercultural Committee of Social Agencies; Member, Committee on Japanese-American Problems in Pittsburgh; United Presbyterian Church; NAACP.

18. Enwright, Rev. John T. -- 1912 N. Miro Street, New Orleans, Louisiana. Minister. Congregational-Christian Churches of America.

19. Fine, Miss Huldah -- 2970 Blain Avenue, Detroit 6, Michigan. Teacher.

20. Forrester, Mrs. Marion L. -- 246 W. 150th Street, New York City. Executive Secretary, Englewood Urban League, Englewood, New Jersey; Catholic Church; League of Women Voters; Bergen County Maternal Health; Bergen County Council of Social Agencies; Greater New York Interracial Fellowship.

21. Gartrell, Miss Carrie. Atlanta, Georgia. Student.

22. Gayles, Miss Anne R. -- P. O. Box 175, Marshallville, Georgia. Teacher and Graduate Student. Delta Sigma Theta Sorority.

23. Givin, Miss Grace -- 706 W. 8th Street, Emporia Kansas. Teacher, Iberia Junior College, Iberia, Missouri. A.A.U.W.; NAACP.

24. Greene, Percy -- Jackson Advocate, 125½ N. Farish Street, Jackson, Mississippi. Editor and Publisher. Mason; Elk; Knight of Pythias; Southern Conference for Human Welfare; NAACP; A.M.E. Church.

25. Guest, Miss Muriel -- 109 Lenore Street, Winnipeg, Manitoba, Canada. Graduate Student. United Church of Canada; Canadian Student Christian Movement; Christian Work-Camp Fellowship; Prospective American Friends Service Committee Work. Camp Member, Indianapolis.

26. Guinn, Miss Dorothy C. -- 2018 Cantre Avenue, Apt. 3, Pittsburgh, Pennsylvania. Social Worker. Executive Director, Centre Avenue Branch Y.W.C.A.; Chairman, Professional Standards, National Employed Officers of Y.W.C.A.; Registered Social Worker; Member, Executive and Program Committees Group Division Federation of Social Agencies; Member, Advisory Committee, Community Council Center; Member, Advisory Committee - Group Work, School of Applied Sciences, University of Pittsburgh; Member Radcliffe Club; Educational Chairman, Woman's Auxiliary of Church of Holy Cross (Episcopal).

27. Haertel, Miss Gertrude E. -- 2620 N. 70th Street, Milwaukee 13, Wisconsin. Teacher. Christian Science Church; Member, National, State and Local Education Associations.

28. Hamilton, Rev. Sylvester B. -- 725 W. Madison Street, Bastrop, Louisiana. Minister. Baptist Church; Chairman, Ministers' Fellowship; Fieldman Fraternal Council of Negro Churches; Southern Regional Council.

29. Hansen, Miss Alvida L. -- 1615 W. Washington Street, Phoenix, Arizona.

30. Harper, Rev. T. E. -- 6422 3rd Court, North, Birmingham, Alabama. President Daniel Payne College. A.M.E. Church; Civic League.

31. Harris, Mrs. Hattie Mae -- 2014 Ivy Street, Chattanooga, Tennessee. Teacher. A.M.E. Church; Community Club; Federated Clubs.

32. Helper, Miss Rose -- Ontario, Canada. Research Fellow, Social Science Institute, Fisk University. School Teacher's Federation.

33. Henegan, L. Herbert -- United States Department of Agriculture, Washington 25, D. C. Farm Security Administration Administrative Assistant. NAACP; Capitol Press Club; Omega Psi Phi Fraternity.

34. Herndon, Miss Ann -- Irvington, Kentucky. Student.

35. Hill, Dr. P. W. -- P. O. Box 547, Clarksdale, Mississippi. Surgeon Dentist. Baptist; Coahoma County Negro Association; Executive Board Member, National Dental Association and Mississippi Dental Society; Alcorn A. and M. College Alumni Association.

36. Hope, Mrs. John (II) -- 1608 Phillips Street, Nashville, Tennessee. Graduate Student in Sociology.

37. Hoskinson, Rev. Charles C. -- 848 Lake Street, Oak Park, Illinois. Minister, First Congregational Church.

38. Hoskinson, Mrs. Charles C.

39. Johnson, Cyrus M. -- Route 5, Goldsboro, North Carolina. Director, Program for North Carolina Commission for Interracial Cooperation.

40. Johnson, Miss Juanita L. -- 1516 N. E. Church Street, Portland 14, Oregon. Secretary, Information and Public Relations Division, Farm Security Administration, U.S.D.A. Portland Branch NAACP (Executive Board and Editor of Monthly Bulletin); Vice-President, Cosmopolitan Club (Interracial Group), Portland Consumer Cooperative; Race Relations Commission of Public Relations Committee, Y.W.C.A.; Race Relations Commission of Portland Council of Churches.

41. King, Miss Margaret -- 311 Fourth Street, Rankin, Pennsylvania. Student, University of Pittsburgh. Catholic Church; Member Pre-Social Work Club, Pittsburgh; Member, Brashear Settlement Organization.

42. Larkins, John R. -- 133 E. Kurgett Street, Raleigh, North Carolina. Social Worker. North Carolina Conference of Social Service; Consultant on Negro Work, North Carolina State Board of Public Welfare; Southern Regional Council; Southern Conference for Human Welfare.

43. Light, Rev. Shelby J. -- 1619 N. Second Avenue, Canton, Illinois. Minister, Congregational Church.

44. McVoy, Lawrence W. M. (II) -- The Call, 2811½ Dowling Street, Houston, Texas. Newspaper Correspondent.

45. Meijer, Mrs. Elizabeth T. -- 1635 W. North Avenue, Baltimore 17, Maryland. Afro-American Writer and Volunteer Worker for Urban League. Society of Friends; Urban League; NAACP; Interracial Fellowship; NCPAC.

46. Milton, Miss Eleanor M. -- 410 Merritt Avenue, N. E., Atlanta, Georgia. Student.

47. Minar, Miss Louise -- 629 Fulton Street, Wausau, Wisconsin. Teacher. Y.W.C.A.; National Education Association; Wisconsin Education Association; Wisconsin Council for the Social Studies; Pi Delta Epsilon.

48. Molyneaux, Lambert -- Charlottesville, Virginia. Professor of Sociology, University of Virginia; Visiting Professor of Sociology, Vanderbilt University.

49. Murdock, Miss Amanda -- 317 W. Pecan Street, Carbondale, Illinois. Teacher. Methodist; Race Relations, Southern Illinois Normal University; City Council Concert Music Association.

50. Payne, Mrs. Helena M. -- 1405 N. 25th Street, Richmond Virginia. Unit Manager, Stanley Home Products, Westfield, Massachusetts. Baptist; Interracial Committee, Y.W.C.A.; P.T.A., NAACP; Ideal Benefit Society; Citizens Committee

51. Pulliam, Miss Theresa -- 942 N. Bellevue, Memphis, Tennessee. Student.

52. Pursband, Mrs. M. Elizabeth -- 728 S. Burdick, Kalamazoo, Michigan. Teacher.

53. Quinn, G. V. -- Lincoln High School, 11th and Broadway, East St. Louis, Illinois. Principal. Member of Board I, Selective Service and Re-employment Counselor and Advisor for Veterans; Interracial Commission; Boy Scouts of America.

54. Ratliffe, Mrs. W. H. -- Sherard, Mississippi. Housewife. President, South East Jurisdiction Woman's Society of Christian Service; Women's Federated Club; State Board, Congress of Parents and Teachers, DAR.

55. Refsland, Mrs. Martha B. -- Houston, Minnesota. Supervisor Indian Education, Department of Interior - Indian Affairs. NAACP; Urban League, A.C.L.U.; B.P.W.C.; Southern Regional Council; East and West Association.

56. Reitzes, Dietrich C. -- 5731½ Kenwood Avenue, Chicago 37, Illinois. Graduate Student in Sociology, University of Chicago. American Veterans Committee; American Sociological Society.

57. Roberts, Miss Laura -- 1721 Tyler, Amarillo, Texas. Methodist; Delta Kappa Gamma. Teacher.

58. Roberts, Miss Nina -- International House, 500 Riverside Drive, New York City. Prospective Associate Secretary, United Council of Church Women.

59. Rowse, Rev. Ralph H. -- 564 W. 160th Street, New York City. Minister. Executive Secretary, Interracial Fellowship of Greater New York.

60. Salert, Irving -- Jewish Labor Committee, 175 E. Broadway, New York City. National Field Director, Jewish Labor Committee.

61. Schulte, Miss Eileen -- 201 12th Avenue, S. E., Minneapolis 14, Minnesota. Teaching Assistant, General College, University of Minnesota.

62. Shackelford, Miss Jane D. -- 1324½ Liberty Avenue, Terre Haute, Indiana. Teacher. Author: The Child's Story of the Negro and My Happy Days. Methodist Church; Alpha Kappa Alpha Sorority; Girl Scout Leader's Association; Kappa Delta Pi Honorary Society; Literary Club; NAACP; A.S.N.L.H.

63. Shisler, Miss Dorothy K. -- Talladega College, Talladega, Alabama. Secretary to the President. Philadelphia Anthropology Society; American Anthropology Society; American Linguistic Society; NAACP; Y.M.C.A.

64. Smith, Miss Myra A. -- 600 Lexington Avenue, New York City. Executive, Data and Trends and Program Subject Departments, National Board, Y.W.C.A.; Member, Southern Regional Council; Alternate Executive Committee, Federal Council of Churches.

65. Sprague, Miss Ruth L. -- 25 College Place, Oberlin, Ohio. Director of Religious Education, First Congregational Church. League of Women Voters.

66. Stern, Miss Celia M. -- 2244 Gladstone, Detroit 6, Michigan. Directing Teacher in Primary Education. NAACP; American Federation of Teachers; Y.W.C.A.

67. Sweet, James F. -- Providence Rhode Island.

68. Thomas, George L. -- Portland Council of Churches, 308 Y.M.C.A. Building, Portland 12, Oregon. Director of Race Relations, American Missionary Association, through Portland Council of Churches. Congregational Church; NAACP; Urban League; International House Board of Portland; Portland Housing and Planning Association; Civic Action, Inc.; Police Athletic League.

69. Van Vliet, Miss Florence L. -- 773 N. Prospect Avenue, #614, Milwaukee 2, Wisconsin. Teacher - English; Department Chairman. Episcopal Church.

70. Williams, John D. -- 170 Hubbard Street, Glastonbury, Connecticut.

71. Willis, Miss Josie E. -- 111 Elm Street, Hornell, New York. Teacher. State Secretary, World Wide Guild of Northern Baptist Convention; Fellowship Church of All Peoples, San Francisco, California; Co-Chairman, Woman's Forum, Hornell; Vice-President, Hornell Teachers Association.

72. Wittman, Miss Gerda P. -- 807 E. Juneau Avenue, Milwaukee 2, Wisconsin. Teacher.

THIRD ANNUAL

INSTITUTE OF RACE RELATIONS

American Missionary Association

July 1-20, 1946

1603

WHO'S WHO

Lecturers, Consultants and Discussion Leaders

Will W. Alexander -- Formerly Director, Farm Security Administration; Director of the Southern Regional Council; Vice-President, Julius Rosenwald Fund.

Gordon W. Allport -- Chairman, Department of Psychology, Harvard University; Editor, Journal of Abnormal and Social Psychology; Author: Personality, a Psychological Interpretation, The Psychology of Radio.

Ethel Alpenfels -- Specialist in Anthropology, Bureau for Intercultural Education.

Howard Andos -- Manager, Nashville United States Employment Service.

Clarence Bacote -- Professor of History, Atlanta University, Atlanta, Georgia.

Belle Boone Beard -- Chairman, Department of Sociology, Sweet Briar College; Visiting Professor of Sociology, Vanderbilt University.

Gordon W. Blackwell -- Director, Institute for Research in Social Sciences, The University of North Carolina.

Cleo W. Blackburn -- Superintendent, Flanner House, Indianapolis, Indiana.

Smiley Blanton, M.D. -- Associate Professor of Clinical Psychology, Vanderbilt University; Director of Consultation Clinic, Marble Collegiate Church, New York City.

Henry S. Bloker -- Assistant State Veteran's Employment Representative, Region VII.

George W. Brooks -- Director, Department of Research and Education, International Brotherhood of Pulp, Sulphate and Paper Mill Workers, A.F. of L.

Ina C. Brown -- Professor of Social Anthropology, Scarritt College for Christian Workers, Nashville, Tennessee; Author: National Survey of the Higher Education of Negroes.

Fred L. Brownlee -- General Secretary, American Missionary Association Division of the Board of Home Missions, Congregational and Christian Churches.

Who's Who -- Lecturers, Consultants and Discussion Leaders
(1946 Institute of Race Relations) p. 2

Mabel Carney -- Professor of Education Emeritus, Teachers College, Columbia University.

Roy K. Davenport -- Assistant to the Chief Psychologist, The Adjutant General's Office, War Department, Washington, D. C.

Annie Lee Davis -- Consultant on Social Services, Social Service Division, Children's Bureau, United States Department of Labor, Washington, D. C.

Lipscomb Davis -- Davis Cabinet Company, Nashville, Tennessee.

Albert W. Dent -- President, Dillard University, New Orleans, Louisiana.

J. Lawrence Duncan -- Chief of Minority Group Services, United States Employment Service, Kentucky, Ohio and Michigan.

Kermit Eby -- Director, Department of Education and Research, CIO.

Miss Marion Edman -- School Consultant, Bureau for Intercultural Education.

Edwin R. Embree -- President, Julius Rosenwald Fund; Chairman, Mayor's Committee on Race Relations, Chicago; Author: Brown Americans; 13 Against the Odds.

James C. Evans -- Assistant Civilian Aide to the Secretary of War, War Department, Washington, D. C.

Buell G. Gallagher -- Professor of Christian Ethics, Pacific School of Religion, Berkeley, California.

Lester B. Granger -- Executive Secretary, National Urban League.

Thomas D. Hook -- Vice-President, Black Box Photo and Collotype Company, Inc., Chicago, Illinois.

John Hope II -- Specialist on Industrial Relations, Social Science Institute, Fisk University.

Frank Horne -- Racial Relations Adviser to the Commissioner, National Housing Agency, Federal Public Housing Authority, Washington, D. C.

Charles H. Houston -- Vice-President and Consultant, American Council on Race Relations; Legal Counsel, NAACP.

DeHart Hubbard -- Racial Relations Adviser, National Housing Agency, Federal Public Housing Authority, Cleveland.

F. M. Isserman -- Rabbi, Temple Israel, St. Louis, Missouri; Chairman, Commission on Social Justice, Central Conference of American Rabbis.

Paul Jessen -- State Director, Tennessee United States Employment Service.

Guy B. Johnson -- Executive Director, The Southern Regional Council.

Saburo Kido -- President, Japanese American Citizens League.

Samuel C. Kincheloe -- Professor and Director of Research in the Sociology of Religion, The Chicago Theological Seminary.

Frayser T. Lane -- Civic Director, Chicago Urban League; Contributor to various periodicals on social and civic problems of Negroes.

Charles R. Lawrence, Jr. -- Staff Member, Race Relations Department, American Missionary Association; Associate Editor, A Monthly Summary of Events and Trends in Race Relations.

A. A. Liveright -- Executive Director, American Council on Race Relations.

Herman H. Long -- Field Supervisor, Race Relations Department, American Missionary Association.

James G. Maddox -- Special Assistant to the Chief, Bureau of Agricultural Economics, U. S. Department of Agriculture.

Arnold Maremont -- Executive Vice President, Maremont Automotive Products, Chicago.

Julius Mark -- Rabbi, Vine Street Temple, Nashville, Tennessee.

Frank McCallister -- Director, Georgia Workers Education Service, Atlanta, Georgia.

Booker T. McGraw -- Housing Analyst, National Housing Agency, Washington,D.C.

Alexander F. Miller -- Director, Southeastern Region, Anti-Defamation League of B'nai , Atlanta, Georgia

Fred C. Milner -- Colonel, Personnel Research and Procedures Branch, Adjutant General's Office, War Department, Washington, D. C.

M. F. Ashley Montagu -- Formerly Research Associate, British Museum of Natural History; Anthropologist, Division of Child Research, New York University; now Associate Professor of Anatomy, Hahnemann Medical College and Hospital, Philadelphia: Author: Man's Most Dangerous Myth: The Fallacy of Race.

Henry Lee Moon -- Adviser on Minority Relations, Political Action Committee, CIO.

R. Maurice Moss -- Executive Secretary, Urban League of Pittsburgh.

Jennings Perry -- Editor, Nashville Tennessean, Nashville, Tennessee; Chairman, National Committee to Abolish the Poll Tax.

Gitel Poznanski -- Visiting Professor of Anthropology, Fisk University.

P. L. Prattis -- Executive Editor, The Pittsburgh Courier.

Arthur F. Raper -- Social Science Analyst, Division of Farm Population and Rural Welfare, United States Department of Agriculture, Washington, D. C.; Author: Tenants of the Almighty, Preface to Peasantry.

Ira De A. Reid (Co-ordinator of Discussion Groups) -- Chairman, Department of Sociology, Atlanta University; Author: In a Minor Key, Sharecroppers All, The Urban Negro in the United States.

Warren B. Robeson-- Field Supervisor, United States Employment Service, Administrative Office, Region VII.

Ross Sanderson -- Director of Field Research, The Board of Home Missions, Congregational and Christian Churches.

William Shell -- Placement Specialist, Southern Regional Office, United States Employment Service.

Myra A. Smith -- Executive, Department of Data and Trends, National Board, Y.W.C.A.

T. V. Smith -- Professor of Philosophy, The University of Chicago; Editor: International Journal of Ethics.

Hilda Taba -- Professor of Education, The University of Chicago; Director, Intergroup Education in Cooperating Schools, American Council on Education.

Robert R. Taylor -- Chairman, Chicago Housing Authority; Member, Mayor's Committee on Race Relations, Chicago.

Charles H. Thompson -- Dean, Graduate School, Howard University; Editor, Journal of Negro Education.

Mrs. M. E. Tilley -- Secretary, Christian Social Relations and Local Church Activities, Woman's Society of Christian Service, Southeastern Jurisdiction, the Methodist Church.

Willard S. Townsend -- Member, Executive Committee, CIO; International President, United Transport Service Employees of America.

Arthur G. Trudeau -- Brigadier General, G.S.C., War Department General Staff, Personnel Division G-1.

Fred G. Wale -- Director for Rural Education, Julius Rosenwald Fund.

Galen R. Weaver -- Specialist in Race Relations Programs within the Congregational and Christian Churches; Pastor, Church of the Crossroads, Honolulu, Hawaii.

George L-P Weaver -- Director, National CIO Committee to Abolish Discrimination.

Kendall Weisiger -- Formerly Education Director, Southern Bell Telephone and Telegraph Company; now Treasurer, Oglethorpe University.

Eric Williams -- On leave from Howard University with the International Caribbean Commission; Author: The Negro in the Caribbean, Capitalism and Slavery.

Peyton R. Williams -- Rector, Christ Church, Episcopal, Nashville, Tennessee.

Paul D. Williams -- President, Southern Regional Council.

Emily Woodward -- Director, Division of Forums, University System of Georgia.

Thomas H. Wright -- Executive Director, Mayor's Commission on Human Relations, Chicago.

Louise Young -- Associate Secretary, United Council of Church Women.

Fisk University
Nashville 8, Tennessee

DEPARTMENT OF
SOCIAL SCIENCES

RECEIVED
AUG 13 1947

August 12, 1947

Dr. George S. Mitchell
Executive Director
Southern Regional Council
Room 432 -- 63 Auburn Avenue, N. E.
Atlanta 3
Georgia

Dear Dr. Mitchell:

The attached check, No. 3910, for $26.31, represents a refund of the travel costs in connection with your participation in the Institute of Race Relations, which you were good enough to send in response to Dr. Johnson's request of July 19th.

Sincerely yours,

H. M. Perry

H. M. Perry

17- Institute of Race Relations (Fisk Univ.)

FISK UNIVERSITY
NASHVILLE 8, TENNESSEE

OFFICE OF THE PRESIDENT

June 29, 1948

Mr. George S. Mitchell
Executive Director
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Mitchell:

This is to remind you that your first presentation at the Institute is scheduled for July 14, at nine o'clock A.M.

Accommodations are being reserved at the Boyd House, 1603 Meharry Boulevard.

We are looking forward to having you here with us.

Sincerely yours,

Charles S. Johnson

Charles S. Johnson

csj:h

RECEIVED
JUN 30 1948
Southern Regional Council

17- Institute of Race Relations (Fisk)

RECEIVED
MAY 21 1948
Southern Regional Council

The Institute of Race Relations

HELD AT THE SOCIAL SCIENCE INSTITUTE
FISK UNIVERSITY, NASHVILLE 8, TENNESSEE
JUNE 28 TO JULY 16, 1948

In this three-week Institute national leaders from all fields touching human relations come together for a yearly summing-up of problems, methods and programs. Business and labor leaders, staff officers from the armed forces, executives of social, educational and religious agencies share the floor with outstanding scientists. Providing scientific orientation on problems, and practical grounding in methods, the Institute is available to American communities as a training-ground for leadership toward unity. Though membership is numerically limited, the Institute has no formal admission requirements. A representative group drawn from several races and many fields—education, labor, civic and youth leadership, social and religious work, and good lay citizenship—come together at this historic university to live, work and think together.

The program: First week—Today's race relations in the light of anthropology, sociology, psychology and psychiatry. Second week—Human relations and the wider community —industrial relationships, education, religion, adjustment of minorities, governmental policy, etc. Third week—Survey of practical working methods to combat racial tensions, for educational programs, in church and religious efforts, and in other fields. A few of many lecturers and consultants at Institutes: Gordon W. Allport, Harvard University; Brig. Gen. C. T. Lanham, War Dept.; Ernesto Galarza, Pan American Union; H. H. Giles, Director, Bureau for Intercultural Education; Sara E. Southall, International Harvester Co.; Willard S. Townsend, President, UTSE, CIO; Lester B. Granger, Executive Secretary, National Urban League, and many others at the same high level.

Fees: Tuition, Room and Board—$77.00; for two weeks only, $59.50.

Conducted by the Race Relations Dept., American Missionary Association, under the leadership of Charles S. Johnson.

APPLICATION BLANK

A.M.A. INSTITUTE OF RACE RELATIONS

FISK UNIVERSITY, NASHVILLE, TENNESSEE

A Five Dollar Deposit should accompany Application

Date.....

Name .....

Address .....

City .....State .....

Present Occupation: (If teaching indicate the field)

.....

Name of Organization or Agency .....

Membership in religious, social or civic organizations:

Give specific problems in race relations on which help is needed from the Institute:

Make letter: Integrated Education

April 5, 1965

Professor Herbert Blumer
Director
Institute of Social Sciences
University of California
Berkeley, California

Dear Professor Blumer:

Thank you for your letter of March 17. With the understanding that membership on the editorial board of Integrated Education will require little time, I shall be glad and honored to accept.

You asked for suggestions of other names, and 3 occur to me:

G. W. Foster, Professor of Law at the University of Wisconsin, and now Special Consultant to the U. S. Office of Education on Title VI, and from time to time Consultant to the U. S. Commission on Civil Rights. Bill is probably the most knowledgeable person in the country on the law of school desegregation.

G. Franklin Edwards, Professor of Sociology, Howard University, would be first-rate.

Dr. M. Robert Coles, Harvard University Health Services, and formerly with us, has done more than anyone else, I think, in studying psychiatric aspects of school integration.

All best wishes.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

Recd 3/19/65

UNIVERSITY OF CALIFORNIA, BERKELEY

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OFFICE OF THE DIRECTOR
INSTITUTE OF SOCIAL SCIENCES
2222 Piedmont Avenue

BERKELEY, CALIFORNIA 94720

March 17, 1965

Dr. Leslie Dunbar
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Dr. Dunbar:

I am writing to invite you to join me on the editorial board of Integrated Education; I have agreed to serve as chairman.

Integrated Education is a scholarly and non-profit journal published bi-monthly by Integrated Education Associates, 343 South Dearborn Street, Chicago, Illinois. During the past two years it has been a pleasure to see this fine journal fill a critical national need in a broad and constructive way. It is serving brilliantly to bridge the gap between the educational specialists and the civil rights movement. I am pleased to be able to encourage its future growth. I will be equally pleased to be associated with you in this exciting endeavor.

The editor, Meyer Weinberg, has assured me that membership on the board will not entail any substantial personal burden. The board will be consulted on editorial policies.

Please let me know if you are willing to serve as a member of the editorial board. I would appreciate, also, suggestions of names of additional persons who you believe might be suitable members of the board.

Sincerely yours,

Herbert Blumer

Herbert Blumer, Director
Institute of Social Sciences

HB/jb

UNIVERSITY OF CALIFORNIA, BERKELEY

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OFFICE OF THE DIRECTOR
INSTITUTE OF SOCIAL SCIENCES
2222 Piedmont Avenue

BERKELEY, CALIFORNIA 94720

Rec'd 6/7/65

June 2, 1965

Dr. Leslie Dunbar
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Dr. Dunbar:

Welcome to the editorial board of Integrated Education. I was pleased to receive your acceptance.

A list of your fellow board members is enclosed. A few more are still to be heard from. Under separate cover, I am sending you a complete file of Integrated Education, a copy each of Learning Together, and Research on School Desegregation.

I have asked Meyer Weinberg to compose a short memo stating his views on the situation and perspective for the magazine, including possible functions of the editorial advisory board. While you should have this within a few weeks, please do not hesitate to communicate your own ideas on the role of the magazine. Let us try to get as much as possible done through the mails. Perhaps we will need to have a meeting in New York City sometime in the early fall.

Thanks again for your willingness to join in.

Sincerely yours,

Herbert Blumer

Herbert Blumer, Director
Institute of Social Sciences

HB/jb
Encl.

Editorial Advisory Board
Integrated Education

(In Formation)

Mathew Ahmann, Executive Director, National Catholic Conference for Interracial Justice; 21 W. Superior Street, Chicago, Illinois 60610

Herbert Blumer, Director, Institute of Social Sciences, University of California, Berkeley; chairman; 2222 Piedmont Avenue, Berkeley, California 94720

Horace Mann Bond, Dean, School of Education, Atlanta University; Atlanta, Georgia

Kenneth B. Clark, Professor of Psychology, City University of New York; Northside Center for Child Development, 31 W. 110th Street, New York, New York 10026

Robert Coles, Research Psychiatrist, University Health Services, Harvard University; 75 Mt. Auburn Street, Cambridge, Massachusetts 02138

Dan W. Dodson, Director, Center for Human Relations and Community Studies, School of Education, New York University; Washington Square, New York, New York 10003

Leslie W. Dunbar, Executive Director, Southern Regional Council; 5 Forsyth Street, N.W., Atlanta, Georgia, 30303

John Hope Franklin, Professor of American History, University of Chicago; Chicago, Illinois 60637

Edmund W. Gordon, Chairman, Department of Educational Psychology and Guidance, Yeshiva University; 110 W. 57th Street, New York, New York 10019

August Meier, Professor of History, Roosevelt University; 437 South Michigan Avenue, Chicago, Illinois

Guichard Parris, Director of Public Relations, National Urban League; 14 E. 48th Street, New York, New York 10017

Thomas F. Pettigrew, Associate Professor of Social Psychology, Harvard University; Emerson Hall, Cambridge, Massachusetts 02138

Frank Riessman, Director, Mental Health Aide Program, Albert Einstein College of Medicine, Yeshiva University; Lincoln Hospital, 333 Southern Blvd., Bronx, New York 10454

Patricia C. Sexton, Associate Professor, Educational Sociology, New York University; School of Education, Washington Square, New York, New York, 10003

June Shagaloff, Director for Education Program, National Association for the Advancement of Colored People; 20 W. 40th Street, New York, New York 10018

Jacob J. Weinstein, Rabbi, KAM Temple, Chicago; 930 E. 50th Street, Chicago, Illinois 60615

Max Wolff, Research Director, Migration Division, Department of Labor, Commonwealth of Puerto Rico; 322 W. 45th Street, New York 36, New York

File - Integrated Education

June 30, 1965

Professor Herbert Blumer
Director
Institute of Social Sciences
University of California
2222 Piedmont Avenue
Berkeley, California

Dear Professor Blumer:

On the face of it, the proposal that the Harvard Graduate School of Education adopt Integrated Education seems quite good. Knowing as little of the persons involved and of the conditions as I do, I would be inclined to rely very heavily on your opinion and that of Mr. Weinberg.

It does occur to me that under any circumstance, it might be well for us -- and I suppose in the nature of things "us" means Mr. Weinberg -- to be in close communication with Reed Sarratt at the Southern Education Reporting Service. As I am sure you know, SERS is discontinuing publication of Southern School News, and will substitute for it a quarterly devoted to reporting educational programs of a compensatory and integrated nature in the South. As I understand it, the new quarterly will continue the journalistic methods of Southern School News; but perhaps I am wrong, and in any event, we should know.

All best wishes.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

UNIVERSITY OF CALIFORNIA, BERKELEY

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OFFICE OF THE DIRECTOR
INSTITUTE OF SOCIAL SCIENCES
2222 Piedmont Avenue

BERKELEY, CALIFORNIA 94720

Rec'd 6/28/65

June 24, 1965

Dr. Leslie Dunbar
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Dr. Dunbar:

I am sending this letter to each member of the Editorial Board of Integrated Education. I would like you to know about a new development and to hear from you regarding it.

Last week Meyer Weinberg visited Mr. Vincent Conroy, director of the Center for Field Studies, Graduate School of Education, Harvard University. He was soliciting financial aid for Integrated Education. Mr. Conroy described a possibility which he initiated but which he had not yet cleared with his superiors and staff. It was his opinion that the proposal stood a 50-50 chance of adoption. He proposed that the Graduate School of Education publish the magazine, pay its debts, cover all business and editorial expenses, and bring Mr. Weinberg to Cambridge for one year as editor, with the status of research associate. The magazine would become in part a house organ for related work done in the Graduate School. Mr. Conroy thought a decision could be reached by August.

In my opinion, this is a positive development. It offers prospects of placing the journal on a more solid foundation and providing more adequate facilities for it. I would like very much to secure your thoughts and judgment about it. What do you think?

Perhaps you might know of some other university, college, or institution which might offer the possibility of a similar arrangement. I would be pleased to follow up any suggestion which you might transmit.

I am also enclosing a copy of a letter that was recently written in connection with the magazine's application for Federal tax deductibility.

I would also like to have your phone number. Thanks for your cooperation.

Sincerely yours,

Herbert Blumer

Herbert Blumer
Director

HB/jb
Encl.

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON, D.C. 20202

June 11, 1965

Internal Revenue Service
Washington, D.C.

Gentlemen:

This letter relates to the application for tax immunity submitted by the publishers of INTEGRATED EDUCATION. The Office of Education is of course not qualified to determine the applicability of the Internal Revenue Code to the tax immunity issue.

However, I can state that INTEGRATED EDUCATION provides a useful service to those concerned with civil rights problems affecting education. Materials and documents reproduced in the publication have been helpful to the Office of Education and INTEGRATED EDUCATION has provided a clearinghouse function for an area which needed and still needs that kind of assistance.

Sincerely yours,

Francis Keppel

Francis Keppel
U.S. Commissioner of Education

File
"Integrated Educ."

August 2, 1965

Mr. Meyer Weinberg
Integrated Education
343 South Dearborn Street
Chicago, Illinois

Dear Mr. Weinberg:

Glad to have your letter of July 31. There is an outside chance that I may be out of town on August 9, but that is not likely, and I shall be here the rest of the week in any event.

Some names I would suggest to you would begin with The Rev. Samuel Williams (a several-hatted man), who is pastor of one of the most important Negro churches in town, Professor of Philosophy at Morehouse, and president of the Atlanta NAACP. Donald Ross Green, of the Teacher Education Division at Emory, is very much worth a long talk; so, too, is Mrs. Sarah Mitchell, a member of the Atlanta School Board. I would suggest also, Sam Massell, Jr., who is Vice Mayor of the city, and acting chairman of the State Advisory Committee to the U. S. Commission on Civil Rights; and Tilman Cothran, Professor of Sociology at Atlanta University, and also now an associate director of the city's poverty program.

These names should be enough for a start. Perhaps you will find also useful our files, which can be at your disposal.

I don't know what to suggest about finances, partly because I don't know what you have tried. Perhaps when you are here we can talk about it.

All best wishes.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

INTEGRATED EDUCATION

343 South Dearborn Street
Chicago, Illinois 60604
Telephone 922-8361 A/C 312

July 31, 1965

Mr. Leslie W. Dunbar
Executive Director
Southern Regional Council, Inc.
5. Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Mr. Dunbar:

I am preparing a short report for the U.S. Office of Education entitled "Southern Urbanization and School Segregation." A good part of it will be historical and the whole thing revolves around the relationship of residential segregation and southern schools. I'd like to come to Atlanta for a day to talk to a few people who are especially knowledgeable in the area. Some time during the week of August 9 would be convenient for me. I would appreciate suggestions as to persons.

The magazine is prospering in all but a financial sense. We are quite desperate for funds. Do you have a suggestion along these lines?

Thanks for your help.

Sincerely,

Meyer Weinberg

Meyer Weinberg
Editor

gh

Welcome here anytime

P.S. In any case I'd like to meet with Dean Bond.

INTEGRATED EDUCATION

343 South Dearborn Street
Chicago, Illinois 60604
Telephone 922-8361 A/C 312

Rec'd 8/9/65

August 7, 1965

Dr. Leslie W. Dunbar
Southern Regional Council
5 Forsyth, N.W.
Atlanta, Georgia

Dear Dr. Dunbar:

Thanks for your letter. I've now written each of the persons you mentioned. I am arriving at the Dinkler-Plaza Tuesday, about 7:00 pm. and will be pleased to communicate with you. In any case, I shall stop by Wednesday morning.

Sincerely yours,

Meyer Weinberg

Meyer Weinberg
Editor

gh

File
Integrated Education

September 29, 1967

Mrs. Sarge Ruck
Public Relations Consultant
Integrated Education
343 South Dearborn Street
Chicago, Illinois 60604

Dear Mrs. Ruck:

Interestingly, I had a visit with the Furman's on the day I received your letter.

We will be happy to do anything we can to help to increase the circulation of Integrated Education. The only specific help I can think of at the moment is the use of our own magazine subscription lists. We have a circulation of about 3,000 for the magazine. If you have a flyer, we would be happy to run the envelopes here and mail it to our subscribers. Frankly, however, I don't think you should expect a great deal from this. We have used this list several times before, and the results have not been particularly good.

We are currently trying a new experiment in our frustrated efforts to increase the circulation of our own magazine. That is, we are running a one-column advertisement in the recent issue of the New Republic. If you like, I will let you know how that works out.

With best wishes,

Sincerely,

Paul Anthony
Executive Director

PA/mmj

INTEGRATED EDUCATION 343 South Dearborn Street Chicago, Illinois 60604 Telephone 922-8361

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Research Director, Migration Division Department of Labor, Commonwealth of Puerto Rico

EDITOR
MEYER WEINBERG

September 19, 1967

Mr. Paul Anthony
Director
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta, Georgia

Dear Mr. Anthony:

I had a very pleasant visit with my dear friend and former colleague, Mrs. Helen Adams Furman, who worked for your organization a while back.

Last February Dr. Edward J. Sparling, President Emeritus of Roosevelt University, and I, one of Dr. Sparling's special assistants at Roosevelt University, because affiliated with Integrated Education magazine. He as general consultant and I as public relations consultant. Both of us work as volunteers.

Mrs. Furman recommended that I write you because she feels that the Southern Regional Council can help the magazine grow. As a matter of fact, Southern Regional Council subscribes to the magazine. I am sure you are acquainted with the kind of publication it is. By the way, your subscription comes to an end with the next issue and I am enclosing a renewal slip for your convenience.

I would appreciate any suggestions you could send me as to how Southern Regional Council can help spread the word of Integrated Education magazine.

With deep appreciation for your consideration,

Very sincerely,

Sarge Ruck

(Mrs.) Sarge Ruck
Public Relations Consultant

Encl.
SR:cb

File
Integrated Education
(check to see if this is filed in "Newspapers, et al")

August 14, 1968

Mr. Sarge Ruck
Integrated Education
343 South Dearborn Street
Chicago, Illinois 60604

Dear Mr. Ruck:

Certainly we will be happy to do anything possible to assist you, although I am not at all sure of how effective our help will be. (with our own magazine, New South, we share this problem of adequate circulation.)

Enclosed is a list of addresses of state Councils. You might want to write each director asking if they would consider promoting the magazine in their newsletters.

Should you wish, and if you have an appropriate flyer, we would be happy to address them from this office to those mailing lists we have, which we think ought to be interested. For this purpose we could circulate from 5000 - 6000. Our past experience, largely in book promotion, has not been especially encouraging, but this is a possibility.

If you have not done so, you might also wish to ask for the assistance of some of the teachers associations in this region. There is a possibility that the Florida Education Association would be interested. The leadership of that group is quite good.

If I get any other ideas, I will share them with you.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
Enclosure - 1.

INTEGRATED EDUCATION 343 South Dearborn Street Chicago, Illinois 60604 Telephone 922-8361

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Research Director, Migration Division Department of Labor, Commonwealth of Puerto Rico

EDITOR
MEYER WEINBERG

CONSULTANT
EDWARD J. SPARLING

DIRECTOR OF PUBLIC RELATIONS
SARGE RUCK

August 12, 1968

Mr. Paul Anthony
Southern Regional Council
Five Forsythe St., N.W.
Atlanta, Ga.

Dear Mr. Anthony:

I had lunch with Helen Adams Furman last month when she was in Chicago, and we talked again about how your organization can help Integrated Education Magazine.

The Ford Foundation has given us a $60,000.00 grant for two years. In two years they want us to be self-sustaining. This means that we must attempt to get 10,000 new subscribers in that period. We now have 3200 subscribers. An additional 10,000 readers would make us self-sustaining.

What can Southern Regional Council do to help us? Can you help promote our magazine through your state councils? Is it possible to publicize Integrated Education Magazine in your periodicals?

I would appreciate any suggestions you might make. One day I hope we can meet and talk. Mrs. Furman spoke glowingly of you and her relationship with the Council.

With deep appreciation,

Very sincerely,

Sarge Ruck

Sarge Ruck

SR:lg

Integration Process file

HCF

August 15, 1957

MEMO TO: SRC Central Office Staff

FROM: Research Office

RE: Anticipated public school desegregation in Southern and border states, September, 1957.

For your convenience and information, the Research Office has compiled the following summary material on previously all white schools which are expected to desegregate in September, 1957. We are also listing a further category of schools, some prominently involved in litigation and some which have received applications for admittance and face possible litigation. In this second category, there is apparently little likelihood of integration at the beginning of the academic year 1957-58, although in some instances there is a possibility of action leading to integration during the school year.

Schools and School Systems Planning Integration in September, 1957:

Fort Smith, Little Rock, Ozark, and Van Buren, Arkansas; Hopkins, McCracken, Scott, Union, Webster, Kentucky; St. Mary's and Montgomery Counties, Maryland; Schools in Butler, Daviess, Johnson, Laclede, St. Louis, and Washington counties, Missouri; Charlotte, Greensboro, and Winston-Salem, North Carolina; Kinta and Marietta districts in Oklahoma; Nashville, Tennessee; Arlington County, Virginia; Hardy and Mason counties, West Virginia.

Arkansas	Fort Smith	Schools will start plan of gradual integration beginning with first grade level.
	Little Rock	Desegregation will begin at the high school level.
	Ozark	Ozark High School will begin desegregation at all high school levels.
	Van Buren	Under court order to desegregate in September.
Kentucky	Hopkins McCracken Scott Union Webster	Federal court orders requiring initiation of full desegregation programs were handed to these five counties. The last two were scenes of crowd disorders at Clay and Sturgis last fall.
Maryland	St. Mary's Co.	Desegregation will begin in elementary grades.
	Montgomery Co.	Two additional schools will desegregate.

Missouri	The following schools plan to desegregate:	
	Butler Co.	Poplar Bluff High (two upper grades)
	Daviess Co.	Gallatin Elementary
	Johnson Co.	Holden Elementary
	Laclede Co.	Lebanon Elementary
	St. Louis Co.	Eureka Elementary
	Washington Co.	Potosi Elementary
North Carolina	Charlotte	The Charlotte school board announced assignment of five Negro students to previously all white schools: Harding High, 1; Alexander Graham Jr. High, 2; Piedmont Jr. High, 1; Central High, 1.
	Greensboro	The transfer of five Negro students to Gillespie School (elementary and junior high levels) and one Negro student to Senior High School was approved by the Greensboro school board.
	Winston-Salem	One Negro student was assigned by the school board to Reynolds High School.
Oklahoma	Kinta District	This district will desegregate for first time;
	Marietta District	Desegregation is planned for September.
Tennessee	Nashville	First grade integration in all Nashville public schools is scheduled for September, in compliance with a federal court order.
		(Clinton, Tenn., will maintain integration policy.)
Virginia	Arlington Co.	Arlington County is under District Court order to abolish segregation in September; however, the District Court did not authorize parents to ignore the requirements of state pupil placement laws. If Virginia's Pupil Placement Act is used to bar Negroes from admittance to integrated school systems, and if these cases are brought into court, the constitutionality of the Placement Act will then be considered.

West Virginia	Hardy Co. Mason Co.	Desegregation in these counties, planned for September, will leave only two counties, Jefferson and Hampshire, with segregated school systems.

Schools in Which Integration Action is Pending at Present Time:

*Delaware	All Districts	All presently segregated districts have been ordered by the District Court to integrate, and requested to ready a plan for the desegregation operation before fall term, 1957. The State Board of Education is seeking an appeal to the Circuit Court. This action will, in all probability, preclude any integration activity this fall.
Florida	Dade County	The Fifth Circuit Court reversed the decision of the District Court(which had dismissed a school entry suit). A decision by the school board as to their choice between two alternatives - preparing for trial or asking the Supreme Court to review the ruling - has not yet been made.
	Palm Beach Co.	An application suit was dismissed by the District Court on the ground that the applicant wanted to move outside of his normal school district. This decision is being appealed.
Kentucky	Allen Co. Anderson Co. Barren Co. Christian Co. Edmunson Co. Gallatin Co. Garrard Co. Spencer Co. Warren Co.	These nine Kentucky counties have plans for desegregation but dates have not been announced, as far as we can determine.
*Louisiana	New Orleans	The city school system is under Court Order to integrate; however, the order is being contested on a legal technicality. No planning has been done for integration in September.
North Carolina	Bryson City	Applications of six Negro students were refused by school board. There are no indications that the action will be reversed, unless the statement that if protest is made "the school board will probably hold another meeting" implies some chance of reversal.

	Chapel Hill	The application of one student was rejected. At the present time, the parent is undecided as to whether he will appeal the ruling.
	Durham	At present, the school board does not plan to consider an application for admittance to an all white school by a Negro student.
	Old Fort	The McDowell County board of education rejected applications of 66 Negro students on the ground that applications were not on proper forms and should have been filed with the principal of Old Fort School.
	Raleigh	One request for admission was refused. A hearing before the School Board has been requested by the parents, as a preliminary step to court action.
South Carolina	Clarenden Co.	No time limit was set in the court order specifying integration in Clarenden County.
Texas	Dallas	Under court order to desegregate, but with no specific time indicated. A policy statement will be made by the school board in August.
	Galveston	Plans to desegregate in September, 1957, were halted by an act of the state legislature prohibiting further integration except by approval of the district's voters in an election. No case testing the validity of this law has been filed.
	Houston	A suit has been filed asking District Court to set a definite date for integration. No subsequent action has been reported.
	Port Arthur	Plans to desegregate in September were halted by state legislature; see Galveston.
	Stamford	Plans to desegregate in September were halted by state legislature; see Galveston.
Virginia	*Charlottesville	The District Court will withhold desegregation decree until the U. S. Supreme Court has acted on the state's Pupil Placement laws. The Supreme Court does not reconvene until October 7.

*Newport News	Circuit Court orders to desegregate have been stayed pending Supreme Court action on pupil placement laws of the state. Schools will open on a segregated basis, since no action will be taken by Supreme Court prior to October.
*Norfolk	Circuit Court desegregation was stayed pending Supreme Court action, as in the case of Newport News.
Prince Edward Co.	Under court order to desegregate, but no definite time has been set.

---

*Schools or districts in which possibility of integration action appears more immediate.

Memo FROM THE DESK OF **FRED ROUTH**

3 September 57

TO: SRC Staff
Subj.: Conversations with Nat Griswold and Bert Cartwright in Little Rock

Local leadership, the School Board, and Sptd. Blossom have been in running fight with the Governor for about a week. They have said they could integrate the schools wi hout great difficulty.

The Governor and the Citizens Council have held the other view.

The Governor did not consult with any Little Rock officials before making his move. It came as a surprise to Blossom, the mayor and the School Board.

Ashmore says he believes that the Federal Government regards this as very serious. This is military intervention with an order of a federal court.

Lawyer of the school board says this is the most serious crisis in the Federal Government since the Civil War.

They expect that Negro children will be admitted as soon as troops are withdrawn.

They will call SRC if they need either HCF or FBR to come out there. Wii also call if anything important happens.

They are in close touch with Ashmore, labor, the school board, and other leaders.

Cartwright attended the Gov's news conferenc

BULLETIN # 2

Memo

FROM THE DESK OF **FRED ROUTH**

Sept. 3

SRC COMMUNIQUE ON LITTLE ROCK

12:00 NBC News Braodcast

Newsman John Chancellor reporting from the State House in Little Rock.

The Governor called a news conference at which he defended his action in calling out the state Militia to maintain segregation at the Central High School asying it is the responsibility of the executive to maintain civil peace.

He said "No comment" on Ike's statements at the Presidential News Conference.

He said he"expected someting like that" when told of Brownell's consulting with the Federal judge in Little Rock.

HCF ✓

EFV ✓

JPA ✓

MET

MM ✓

Memo

BULLETIN # 3

FROM THE DESK OF **FRED ROUTH**

SRC COMMUNIQUE ON LITTLE ROCK

3:00 NBC News Broadcast. Sept 3

There has been a set back in school integratio in Arkansas but things are proceeding quietly in North Carolina and Tennessee.

The Governor of Ark. acknowledges that his order stops integration for the time being.

It is not clear what the US Department of Justice can do. Precedent is not well established...this is new territory in law. However, it seems obvious that Gov. Faubus must prove that it was necessary to call out the troops to preserve law and order.

There seems no desire on either side to have a flamboyant test of power at this time.

This process will take time to work out, but each year more and more schools in the South will drop their old barriers of race.

Gov. Griffen said he was glad that the people of Arkansas were resolute in their determination to keep segregated schools.

HCF ✓

EFV ✓

PA ✓

MET

MM

BULLETIN # 4

Memo

FROM THE DESK OF **FRED ROUTH**

Sept 4

SRC COMMUNIQUE ON LITTLE ROCK

Based on 10:00 am NBC News

Ten Negro children appeared at Central High School this morning but were turned away by the National Guard ! No violence has taken place.

HCF ✓

EFV ✓

MET ✓

PA ✓

MM ✓

Memo

BULLETIN # 5

FROM THE DESK OF **FRED ROUTH**

Sept 4th.

SRC COMMUNIQUE ON INTEGRATION FIGHT

2:00 NBC Newscast

Police power is being used in different ways in three states.

KENTUCKY: Gov. Chandler has ordered out 20 State troopers to maintain peace in Sturgis with orders to protect the Negro students who have entered the High School. He said the troopers would stay as long as they were needed and they would prohibit interference with the running of the schools.

NORTH CAROLINA: The city police of Charlotte escorted a Negro pupil into the high school when a crowd of whites began to spit and throw rock and sticks at her. One white youth was arrested.

ARKANSAS: US District Attorney Cobb and the Special Agent of the FBI conferring. Nine Negroes who were refused admission to the Central High School are giving evidence to the FBI. A contempt citation is expect, tho it is not known against whom it will be issued.

From conversations with JOHN HOPE II

The leader of the Citizens' Council in Nashville, in apparent challange to the city authorities, continues to hold meetings on school property. City ordinance prohibits such activities. City considering action.

Memo

BULLETIN # 6

FROM THE DESK OF **FRED ROUTH**

Sept 4

NBC Newscast 4:00 pm

Ike, at his vacation resort, told newsmen that he had been in touch with Att'y-Gnl Brownell re: the Arkansas situation. He had no comment at this point...would check again in the morning with "Herb."

No other mention of Little Rock, N.C. or Ky

Va.
Ky.
Ala.
Tenn.?

Miss Murdock
1820 So. Mich.
Chicago 16, Ill.
"Ebony"

Wire Annie
(or call)

Call HSA

HCF✓
EFV✓
PA✓
MET✓
MM✓
JC✓

11 Sept. '57

MEMO: To SRC Senior Staff

From: FBR

Subj.: N.C. Interagency effort, Sept. 5, 1957

Agencies represented: ADL, AFSC, NAACP, NCCJ, NCHR, SRC & some individuals.

In reporting on the three cities the following things were said:

GREENSBORO: The Negro children who are going into an integrated situation have been psychologically prepared to meet with most eventualities. Long talks with kids and parents have been held by NAACP leaders and other interested parties. Both whites and Negroes have "held hands" with these people reassuring them that they have backing. Some white pupils in each of the integrated schools have extended friendly welcomes to the newcomers. There has been no trouble on the playgrounds or in the cafeteria. The police of Greensboro are determined to keep things under control.

CHARLOTTE: Negro children of Charlotte had also been prepared to meet the new situation. The crowds which gathered were not dangerous, though there were some among the crowd who would have welcomed violence. This element, however, was incapable of gaining leadership in the crowd. Most demonstrators lacked status and it was judged, by their dress, that they were from lower socio-economic groups. The police of Charlotte were also active in maintaining law and order. One white youth was arrested and another was driven by squad car to another section of the city and told not to return. The Student Council at the high school wrote Dorothy Counts a letter of welcome. Other students acted in a friendly way.

WINSTON-SALEM: The Negro children here had been talked with too and they were prepared to face the ordeal of unfriendly whites. The police force was evident in strength about the schools in question and no trouble was tolerated. Offenders, or would-be offenders were ushered away.

ROLE OF THE PRESS

The press in each of these cities contributed to an orderly transition. All of the papers had written editorials about preserving law and order and saying that outsiders like Kasper were not wanted nor welcome. All of the papers had endorsed the actions of the three school boards in voting to start desegregation.

It was felt, however, that the newspapers tended to over-play the situation. The question was raised"how do you help editors and reporters see that orderly progress is as newsworthy as violence or threatened violence?" It was also felt that the newspapers had over-done the advanced publicity on meetings of John Kasper and others of his ilk. The group felt that while no attempt should be made at censorship it might be helpful to talk with editors about not featuring White Citizen Council rallies until after they had taken place.

STUDY PROPOSED

The group agreed to approach Oscar Cohen of ADL to underwrite a study of the three cities. It was hoped this would be a study in depth.

MEMORANDUM

To : SRC Staff

From: Research Office

Re : Background information on Little Rock, Arkansas

I. Important Names

A. Public Officials:
1. Governor - Orval Faubus
2. Mayor - Woodrow W. Mann (term expires in January, 1958)
3. Police Chief - Marvin H. Potts
4. Pulaski County Sheriff - Tom Gulley

B. U. S. Officials:
1. District Court Judges:
a. Ronald Davies
b. John E. Miller
2. U. S. Attorney - Osro Cobb
3. U. S. Marshall - Beal Kidd

C. School Officials:
1. School Superintendent: Virgil T. Blossom
2. President of School Board: Doctor William G. Cooper

D. Newspapers:
1. Arkansas Democrat: K. A. Engel, Editor and Publisher
E. J. Liske, Managing Editor

2. Arkansas Gazette: Harry S. Ashmore, Executive Editor
J. N. Heiskell, Editor

E. Organizations:
1. Supporting integration
a) Arkansas Council on Human Relations, Nat Griswold, Executive Director
b) Arkansas Chapter, NAACP, Mrs. L. C. Bates, President
c) Negro Parent-Teachers Council (Little Rock), C. H. Jones, Vice-Chairman
d) Greater Little Rock Ministerial Alliance - President, Reverend Dunbar H. Odgen (Urged 250 fellow ministers to plead for "goodwill and understanding." Many leading ministers included this in their September 1, 1957 sermons.)

2. Opposing integration
a) Citizens Councils of Arkansas, L. D. Poynter, President
b) Capital Citizens Council - Robert E. Brown, President
c) League of Central High Mothers - Mrs. O. R. Aaron, President (newly formed - 250 persons present at second meeting, August 27)

d) Greater Little Rock Baptist Ministerial Alliance, Doctor Paul Goodwin, President (adopted resolution protesting board move on July 6)

F. Individuals:
1. Reverend Nolan P. Howington, pastor of First Baptist Church (condemned segregation in May sermon - church has 2,700 members)
2. Attorney Amis Guthridge - Board Member, Capital Citizens Council
3. Reverend Wesley Pruden, Broadmoor Baptist Church (Guthridge and Pruden spoke to Mothers League at August 27 meeting)

II. Statistics

A. Little Rock Area
1. Estimated Population 1956 - 228,500
2. Estimated Population 1950 - 196,685

B. Little Rock
1. Estimated Population 1956 - 117,000
2. Estimated Population 1950 - 102,213

C. Principal Manufacturers:

Clothing, cottenseed products, electrical equipment, food products, furniture, grain mill products, lumber products, metal products, steel products, watches and clocks

D. Broadcasting Stations:

Six A. M. Radio Stations, Two T. V.

E. Median Income, Little Rock-North Little Rock area, families and unrelated individuals, $2,356 (1949)

F. Pulaski County (1950)

1. Total Population - 196,685
2. Percent non-white - 24.0
3. Median income - $2,238

III. Previous Desegregation

A. Employment: A Negro, Melvin Williams of Hot Springs, is employed as an investigator for the Alcoholic Beverage Control Board. The position is the highest held by a Negro in the state government since reconstruction days, except in an all-Negro agency or institution, July 1955.

B. Health and Medicine: Doctor G. W. S. Ish is elected unanimously as a delegate from the Pulaski County Medical Society to the Arkansas State Medical Society Convention, May 1955. (Ish and three other Negro doctors were elected in the Pulaski County Medical Society some months before, the first Negroes to be admitted)

C. Transportation:

1) Buses - Officials of the Citizens Coach Company, operators of the bus system in Little Rock and North Little Rock announce that enforced segregation of passengers will end immediately; mayors of both cities say police will "pay no attention" to integrated seating, April 1956.

2) Railroads - All railroads in the state are reported to have complied with the ICC order and removed signs designating separate waiting rooms for Negroes, 1956.

D. Religion: First steps taken toward a merger of racially separate ministerial associations in Greater Little Rock area, April,1956.

E. Organizations: Negroes join League of Women Voters, Fall 1955.

F. Other Public Facilities: The local office of the Employment Security Division abolishes separate entrances for white and Negro applicants - the last ESD office in the state to do so - April 1956.

*G. Appointive or Elective Offices: Three Negroes were appointed to the State Democratic Committee in the fall of 1954; three others were named in June 1955. (Integration N & S)

H. Colleges:

1) Public - Negroes may attend all 8 state colleges at graduate and undergraduate levels.

2) Private - Philander Smith has had white students.

IV. Negro Voter Registration

A. Pulaski County - 8,364 of a potential 28,881 non-whites of voting age are registered.

V. State Segregation Legislation**

A. 1955: The Arkansas Senate killed a school assignment bill designed to preserve segregation in public schools. It had previously been passed by the House.

B. 1956: Adopted in November by referendum:

1. Initiated act empowering local school boards to asign pupils for reasons other than race. (Sponsored by Faubus.)
2. Constitutional amendment declaring U. S. Supreme Court decisions null and void. (Sponsored by ~~Faubus.)~~ Jim Johnson.)
3. Resolution declaring state policy of interposition - (Sponsored by Faubus.)

C. 1957: Adopted by legislature in February, 1957:

1. Creates a state sovereignty commission with broad powers to investigate matters involving segregation.

III -
*A through G from Integration-North and South

V -
**B and C quoted from Southern School News Summary, except for parenthetical statements.

2. Requires organizations taking action in segregation matters to register with the commission.
3. Removes the requirement, if schools become integrated, that children attend school.
4. Authorizes school districts to hire legal counsel with school funds to defend them in integration suits.

VI. Pupils affected by Little Rock plan, Fall, 1957:

A. 9 Negro pupils are scheduled to become pupils at the formerly all-white Central High School. Approximately 2,053 whites are expected to attend. (20 Negro students were eligible.)

B. No Negroes are expected to enroll in Hall High (with 700 whites) in the Pulaski Heights area.

C. No whites are expected to attend the all-Negro Horace Mann High (servicing 605 Negroes).

D. The Little Rock ~~plan for gradual integration~~ school district has 19,700 pupils in 33 plants.

VII. The Little Rock plan for gradual integration:

A. Background: A private law suit was brought by Negro parents in the federal district court in Arkansas with the Little Rock school officials as defendants. The plan of gradual integration devised by the board in response to the suit was approved by the court and upheld in a NAACP suit for immediate integration. The Appelate Court upheld the plan, but ordered the Federal District Court to make sure that integration was achieved expeditiously.

B. Plan:
1. Fall, 1957, senior high schools will have some mixed classes
2. 1960, Negroes will be admitted to junior high school
3. By 1963 the elementary schools will be opened to all
4. The plan allows any student, white or Negro, whose race is in the minority in his or her school, to request a transfer, to the nearest school in which his or her race in the majority.

VIII. Chronology of Recent Events

June 27th - Segregationist leader Amis Guthridge asked the school board not to attempt compulsory integration and to provide schools for white pupils only.

July 8th - The Reverend Wesley Pruden released a list of written questions to the board concerning mixed social functions, the use of restroom and shower facilities, etc.

July 27th - The board released a policy statement appealing to all citizens "to help us solve this problem with temperate and prayerful consideration in the interest of all students." The board wrote

(in answer to Guthridge) that maintenance of any segregated school "plainly violates U. S. court decrees." Reverend Pruden's questions were answered point by point in a public release.

July - Governor Faubus said "everyone knows that state laws can't supersede federal laws" when asked in a press conference for comment on the contention that new state laws made integration unnecessary.

August 21 - Georgia's Governor Marvin Griffin addressed about 300 segregationists at a fund raising dinner for the Capital Citizens Council, outlining Georgia's private school plan. Roy Harris also spoke to the group. Griffin charged, "It is the court which flouts the law of the land, not the states nor their people."

August 24 - It was announced by Governor Faubus that the state Sovereignty Commission would meet for the first time ("probably next week") to discuss the scheduled start of integration in Little Rock high schools. He said he thought the Commission would discuss the possibility of "interposing" its authority against the federal court order.

August 27 - The League of Central High Mothers adopted a petition asking Governor Faubus "to prevent forcible integration of the Little Rock schools..." The petition was approved by a standing vote of most of the 250 men and women present at the second meeting of the League. Amis Guthridge, W. R. Hughes (a Dallas attorney, introduced as chairman of the executive committee of the Association of Citizens Council of Texas), Reverend Wesley Pruden, and Mrs. Vernon Davis (president of the Little Rock League) were speakers.

August 27 - A suit asking for a temporary injunction against the Little Rock School Board and School Superintendent, Virgil T. Blossom to prevent integration of the city's public high schools was filed in Pulaski Chancery Court. The action was brought by Mrs. Clyde Thomason, recording secretary of the Mothers League.

August 29 - Pulaski chancellor Murray O. Reed directed school authorities not to start integration when schools open. The state chancery court was told by Governor Faubus that there would be rioting and bloodshed if the city program was put into effect and that the federal government would not intervene. He urged that the school board be enjoined from going ahead with its plans.

August 30 - U. S. District Judge Ronald N. Davies nullified the chancery court order and issued a temporary injunction preventing Mrs. Thomason and the class she represents from doing anything to carry out the state court ruling.

August 31 - Governor Faubus said the federal government "is cramming integration down our throats" but is unable to help preserve order in case trouble develops over Negroes entering Central High School, and charged

that the federal government "wants to make an object lesson out of Arkansas on integration and use us to breach the South." He revealed that the Department of Justice had delegated Arthur B. Caldwell to confer with him about what the federal government could do in case of disorder, and further stated that the Justice Department had asked him to keep the meeting with Caldwell silent. Faubus also said, "No one had asked me for any help, but when the time comes I will exercise my own judgment in the matter."

September 2 - Faubus stationed 250 national guardsmen around Central High School; the school board asked prospective Negro pupils to stay away from white schools. Faubus told a television audience that to maintain peace and order the school had to remain segregated at least for the time being.

September 3 - President Eisenhower said Attorney General Brownell is looking into the situation at Little Rock. White students attended the school, still surrounded by National Guardsmen. No Negro students were in attendance. A crowd of about 200 students and as many adults assembled during the day, but remained quiet except for minor disturbances. Members of the Capital Citizens Council distributed leaflets among the spectators.

September 3 - U. S. District Court Judge Ronald Davies ordered the Little Rock school board to "proceed forthwith with integration" after a short session with school board attorneys. The school board issued an announcement saying the judge's order restores its gradual integration plan, and Superintendent Virgil Blossom announced that Central High School would be open to Negro students on September 4. Governor Faubus stated that orders to 80 National Guardsmen remaining on duty at Central High School were a "military secret."

September 4 - Several Negro students tried to enroll at Central High, but were turned away by guardsmen. A disorderly crowd jeered the students, and one white youth lunged at a Negro boy, but was restrained by guardsmen.

September 4 - Attorney General Brownell announced that members of the FBI and of the U. S. attorney's and U. S. Marshal's Offices would carry out an investigation of events blocking integration under the direction of Judge Davies. Governor Orval Faubus revealed in a news conference called suddenly at the State Capitol that he wired President Eisenhower saying, "I am reliably informed that federal authorities in Little Rock have this day been discussing plans to take into custody by force the head of a sovereign state." National Guardsmen were placed around the governor's mansion earlier in the day. Faubus said further in the message to Eisenhower that he had "strong reasons to believe that the telephone lines to the Arkansas executive mansion have been tapped - I suspect the federal agents." He warned the President that the situation in Little Rock "grows more explosive by the hour."

September 4 - Mayor Woodrow Mann issued a statement blasting the governor for using troops to enforce school segregation, and accused Faubus of creating tensions where none existed before by ordering out the soldiers. U. S. Marshal Beal Kidd said he had no plans to escort Negro students through the National Guard lined and that no court order had been issued authorizing him to do so.

file

PUBLIC SCHOOL SEGREGATION AND INTEGRATION IN THE NORTH

A Special Issue of

THE JOURNAL OF INTERGROUP RELATIONS

by

THE COMMISSION ON SCHOOL INTEGRATION

National Association of Intergroup Relations Officials

file

August 9, 1961

The Rev. C. Herbert Oliver
Inter-Citizens Committee
P. O. Box 1443
Birmingham, Alabama

Dear Mr. Oliver:

I was glad to hear that there are prospects for assistance to Theotis Crymes. I hope they have materialized.

We have not been able to be of any help, I regret to say, on your budget though we shall try again if there seems to be an opportunity.

One thing we can and will offer is help with your mimeographing. Perhaps this would not be practical, but if it is, we are prepared to do mimeographing for you whenever our facilities permit. This would include cutting the stencils and reproducing. Let me know if this would be an advantage to you.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/sm

June 26, 1961

Mr. Leslie W. Dunbar
Southern Regional Council
5 Forsyth St. N. W.
Atlanta 3, Ga.

Dear Mr. Dunbar,

Thank you for yours of June 19. We are sorry to learn that the prospects do not look bright, but we appreciate hearing from you, and that we may expect a reply from the Taconic Foundation before too long.

We appreciate your interest and in accord with your request I am sending a copy of our first year's financial operations. I am also enclosing two budgets, one alternative which we have adopted as an immediate goal for operation. Of course adjustments would have to be made to stipulations which donors may make. But if we could secure some help in simply mailing our stories, this would be immensely appreciated. We appreciate your willingness to put in a good word for us.

Under separate cover I am sending a few sets of our stories. We appreciate the value of your giving copies to government officials.

According to communications from a former senator, it seems that at last we may break through and get assistance for Theotis Crymes from the Veterans Administration.

With best wishes, I remain

Yours sincerely,

C. Herbert Oliver

C. Herbert Oliver

INTER-CITIZENS COMMITTEE
P.O.BOX 1443
BIRMINGHAM, ALABAMA

PROPOSED BUDGET FOR ONE YEAR

1. Salaried Secretary	$4500.00
2. Postage	600.00
3. Stencils and reproductions	100.00
4. Mimeographing paper and stationery	100.00
5. Equipment(Mimeograph machine, filing cabinet)	500.00
6. Transportation(Mileage for gathering data, and one or more trips to seek funds)	500.00
7. Miscellaneous	500.00
TOTAL	$6800.00

****

Alternate Budget for one year

1. Postage	$600.00
2. Secretarial assistance	500.00
3. Stencils and reproductions	100.00
4. Mimeographing paper and stationery	100.00
5. Equipment(Mimeograph machine, filing cabinet	500.00
6. Other Correspondence(Inquiries, fund raising)	200.00
7. Transportation(Mileage for gathering data, and one or more trips to seek funds)	500.00
8. Research (estimated 12 stories)	300.00
9. Miscellaneous	500.00
TOTAL	$3300.00

Approved at the Feb. 11 1961 meeting of the Inter-Citizens Committee

C. Herbert Oliver

C. Herbert Oliver
Secretary

Form 1023 4/6/61

10.d.

Inter-Citizens Committee Disbursements
from April 1960 through March 1961.

$ 4.50	box rent
18.00	stationery
1.39	almanac
25.00	sec. travel
5.00	envelopes
8.00	sec. steno. help
20.00	stencils and paper
.60	reg. letter
10.00	Mrs. Winfred -help
28.00	typewriter rent
25.00	deposit on typewriter
1.76	
18.00	tax on typewriter
2.64	A.B.Dick supplies
7.33	A.B.Dick supplies
4.95	ink
2.58	ink
.54	reg letter
4.50	box rent
5.36	Office Outfitters supplies
7.91	A.B.Dick supplies
4.50	box rent
10.00	sec. travel
35.66	Wesley story
5.00	envelopes
15.00	sec. travel
10.00	stamps
25.00	sec. travel
50.00	English and Shuttlesworth stories
10.00	postage
25.58	sec. travel
5.00	supplies
15.00	supplies
45.00	A. Howard story
20.00	sec. travel
32.00	reprints of stories
4.40	paper
10.00	sec. travel
15.00	sec. travel
43.90	Crymes story and Royster story
30.00	Mrs. Jones- print Crymes story
15.00	sec. travel
4.50	box rent
3.09	rubber stamp, pad
14.10	postage
22.00	paid on typewriter
50.73	bal. paid on typewriter
24.00	sec travel
14.00	sec. travel
13.00	Theotis Crymes
50.00	J.METZ Rollins- speaker at public meeting
10.00	J.Metz Rollins- speaker
55.00	S.S. Seay - speaker
15.00	R.E.Hughes Fund
$30.00	sec travel
$1001.56	TOTAL DISBURSEMENTS

INTER-CITIZENS COMMITTEE
P. O. Box 1443
BIRMINGHAM 1, ALABAMA

4/6/61

ASSISTANT ATTORNEY GENERAL

File Marshall

Department of Justice
Washington

August 16, 1961

Mr. Leslie W. Dunbar
Director of Research
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Leslie:

At the Taconic Foundation meeting in New York recently, you asked me about the status of a number of complaints relating to police brutality allegedly taking place in Birmingham and thereabouts over the last three years.

I have checked our records on each of the complaints which you gave me. In all but one of the cases, we have been required to close the investigations because of an inability to produce any evidence of a violation of federal law. In most of these instances the problem was that there was no way of establishing federal jurisdiction because there was no satisfactory evidence of participation by any persons acting under color of law. In other instances there was simply insufficient evidence disclosed by the full FBI investigation of any criminal violations by the police officers who were involved.

In one case, involving the complaint by Theotis Crymes, the matter was presented to a Federal Grand Jury and indictment was returned. Upon trial the defendant was acquitted. The trial was concluded December 13, 1960. The charge was under Section 242 of Title 18, based upon the assault and shooting of the victim by officers of the Helena Police Department. There was, of course, no further action which could be taken by the Federal Government.

One of the complaints is still under investigation. It does not appear at present, however, that

sufficient evidence will be obtained to justify presentation of that matter to a Federal Grand Jury.

There is no objection to your letting whoever made the inquiry of you know that the Department has fully investigated each of the complaints and, in the one case where the evidence which could be obtained justified it, presented the matter to the courts.

I am looking forward to seeing you again next week.

Sincerely yours,

Burke Marshall

Burke Marshall
Assistant Attorney General
Civil Rights Division

TRV

MBB - pc

Inter-Citizens Committee

Rev. J. L. Ware, President

Rev. J. C. Wilson, Vice-Chairman

Rev. G. L. Terrell, Treasurer

Rev. C. H. Oliver, Secretary

~~Rev. J. E. Townsend, Corresponding Secretary~~

Rev. H.D.Long, A'sst, Secretary

Box 1443

Birmingham, Alabama

Aug. 16, 1961

Dr. Leslie W. Dunbar
Southern Regional Council
5 Forsyth St. N.W.
Atlanta 3, Ga.

Dear Dr. Dunbar,

Thank you for your kind letter of August 9.

I am enclosing a copy of a notice sent to Mr. Crymes from the VA office in Montgomery. We are glad that our efforts have bornesome fruit.

Though we are sorry about the budget, we hope that in the future something can be done.

We appreciate very much the offer to help us with mimeographing. However we have been able to get this done without much difficulty so far. If the need arises we will be glad to take advantage of the opportunity.

We are expecting the Birmingham Council to go over the top in the current financial drive. I shall do my best, which is not much. We like Jimerson very much.

Sinderely yours,

C. Herbert Oliver

C. Herbert Oliver

VETERANS ADMINISTRATION
REGIONAL OFFICE
400 LEE STREET
MONTGOMERY 4, ALABAMA

JUL 8 1961

3022-21

CLAIM NUMBER:

C 20979656 00

Theotis Crymes
General Delivery
West Blocton Ala

Dear Mr. Crymes:
The following award has been made to you:

Monthly Amount	Beginning Date
$ 135.45	03-21-60

It is VERY IMPORTANT that you note the contents of the attachment which may affect your right to continue to receive these payments.

Very truly yours,

H. S. Kendrick
H. S. KENDRICK
Adjudication Officer

Encl.
VA Form 21-6759, 6799, 21-2, 686c

FL 21-822
DEC 1960 (R)

In inquiry by or concerning an ex-service man or woman should, if possible, give veteran's name and file number, whether C, XC, K, N, V, H, RH, RS, W, or loan number. If such number is unknown, service or serial number should be given.

August 18, 1961

The Reverend C. Herbert Oliver
55 Eighteenth Avenue, South
Birmingham, Alabama

P.O. Box 1443

Dear Mr. Oliver:

I received today a letter from the Department of Justice regarding your reports of brutality cases in Birmingham. The following paragraphs are quoted from the letter:

"I have checked our records on each of the complaints which you gave me. In all but one of the cases, we have been required to close the investigations because of an inability to produce any evidence of a violation of federal law. In most of these instances the problem was that there was no way of establishing federal jurisdiction because there was no satisfactory evidence of participation by any persons acting under color of law. In other instances there was simply insufficient evidence disclosed by the full FBI investigation of any criminal violations by the police officers who were involved.

"In one case, involving the complaint by Theotis Crymes, the matter was presented to a Federal Grand Jury and indictment was returned. Upon trial the defendant was acquitted. The trial was concluded December 13, 1960. The charge was under Section 242 of Title 18, based upon the assault and shooting of the victim by officers of the Helena Police Department. There was, of course, no further action which could be taken by the Federal Government.

"One of the complaints is still under investigation. It does not appear at present, however, that sufficient evidence will be obtained to justify presentation of that matter to a Federal Grand Jury."

With best wishes,

Sincerely yours,

LD:mbb
cc: Burke Marshall

Leslie Dunbar

(5)

Inter-Citizens Committee

Rev. J. L. Ware, President

Rev. J. C. Wilson, Vice-Chairman

Rev. G. L. Terrell, Treasurer

Rev. C. H. Oliver, Secretary

~~Rev. J. E. Townsend, Corresponding Secretary~~
Rev. H.D.Long, Ass't. Sec.

Box 1443
Birmingham, Alabama

Aug. 21, 1961

Dr. Leslie W. Dunbar
Southern Regional Council
5 Forsyth St.
Atlanta 3, Ga.

Dear Dr. Dunbar,

I should like very much to have permission to quote from the letter which you quoted in yours of Aug. 18.

It is news to hear that all cases except one have been closed. Perhaps my own case has been closed. But I have not been notified of the fact. Last year I went to Washington to try to find out what was to be done in my case. I talked with two gentlemen there who said categorically that my constitutional rights had been violated, but that they were waiting to gather a number of cases of a similar nature, and then move in. They explained that they could have easily prosecuted in my case but that it would be fruitless since an all white jury would throw out the case. So they were building up a number of cases which would be more difficult to throw out. The men I talked with were justice department officials. Clearly something is not quite right.

Just last week I had a lengthy discussion with two local F.B.I. agents about this very problem. They assured me that the F.B.I. does its job, but that the Justice Department handles the prosecutions, and that if we have questions about prosecutions, we should consult the Justice Department, particularly the Attorney General.

So in our effort to get at the problem of violations of citizens' rights, the F.B.I. refers us to the Justice Department, and the Justice Department speaks of lack of evidence, which in effect throws the blame back on the F.B. I.

This is why we ought to continue and why we need help. I believe that if this matter is solved we will have made a great step forward in human relations, and our country will be the better off for it. If at any time this is needed it is now, when racial feelings can run high, and when our country's reputation abroad should be jealously guarded.

Wishing you the best in your undertakings, I am

Yours sincerely,

C. Herbert Oliver

Alabama Council on Human Relations - Pending →

MA

August 30, 1961

Rev. C. Herbert Oliver, Secretary
Inter-Citizens Committee
Box 1443
Birmingham, Alabama

Dear Mr. Oliver:

I showed your letter of August 21 to the Justice Department and they have requested a copy. This being so, I think it would be inadvisable for you to quote from my letter of August 18 until there has been a chance for me to hear futher from Justice.

I will keep you posted.

Best wishes.

Sincerely yours,

Leslie W. Dunbar
Executive Secretary

LWD:MBB

bdd: Burke Marshall
P.S.

Dear Burke: Do you have any objection to his quoting from your letter? Would you like to have one of your people talk to this man directly? Would you want me to get any further word to him?

ASSISTANT ATTORNEY GENERAL

File B. Marshall

(2)

Department of Justice
Washington

September 8, 1961

Mr. Leslie W. Dunbar
Director of Research
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta 3, Georgia

Dear Les:

I have given some consideration to the question whether Reverend Oliver should quote from my response to you concerning his inquiry on the various complaints received from Birmingham.

It seems to me that, since I wrote the letter to you without restriction as to its use, I have no standing to complain of its being quoted. On the other hand, the letter seems clearly unsatisfactory to Reverend Oliver, and I would like to avoid doing anything which will discourage any citizen from complaining about violations of his rights.

I am confident that your tact will permit you somehow to walk a line between these two conflicting thoughts in a way so as to satisfy both Reverend Oliver and me.

It would be very interesting to know what representatives of the Department Reverend Oliver talked to last year. If he has an opportunity to come to Washington again, I would be delighted to see him and to attempt to explain the difficulties deriving from the federal system and the limitations on our jurisdiction. I would like to eliminate the impression which he has that he is being tossed, for arbitrary and inadequate reasons, from section to section of the Department in order to permit each section to avoid responsibility for not enforcing the law. I have no reason to believe that there has been in the past, and I know that there is not now, any reluctance fully to enforce the Civil Rights Acts of the 1870's, as well as any other federal

statutes, but they are simply very ineffective vehicles with which to act against the problems confronting Reverend Oliver.

I would be glad to have you draw these comments to Reverend Oliver's attention, word for word or otherwise.

With my very best wishes and my congratulations to the City of Atlanta,

Very truly yours,

Burke Marshall

Burke Marshall
Assistant Attorney General
Civil Rights Division

THE UNIVERSITY OF ALABAMA
MEDICAL CENTER
MEDICAL COLLEGE AND SCHOOL OF DENTISTRY
BIRMINGHAM 3, ALABAMA

DEPARTMENT OF PHARMACOLOGY

air Mail

Sep't. 12, 1961

Mr. Lesley Dunbar
Southern Regional Council
Atlanta 3, Georgia

Dear Mr. Dunbar:

I'm taking the liberty of writing you in behalf of the Alabama Council on Human Relations and the very able Reverand Herbert Oliver, our local chapter president.

Rev. Oliver has been requested by Mr. Dix of the State Dep't. to attend the 8th. annual UNESCO conference in Boston from Oct. 22 through the 26th. We feel the significance of the invitation and the weight of the conference itself is most important to us at this time. Since I'm sure you recognize our financial problems in the field of race relations it is hoped that the Southern Regional Council may perhaps have speeial funds for such special affairs. I would think $200.00 could cover travel, room and lodging. In the event help may be forthcoming, Rev. Oliver should be contacted. I shall be out of the country for a two month period starting the 26th. of this month, but let me assure you we greatly appreciate your kind consideration.

Sincerely,

Roger W. Hanson

Roger W. Hanson

aliver

September 21, 1961

Mr. Norman Jamerson
Executive Director
The Alabama Council on Human Relations
Room 1224, Comer Building
Birmingham 3, Alabama

Dear Norman:

On September 12 Mr. Roger W. Hanson wrote us requesting consideration of a grant of $200.00 to the Alabama Council to enable the Reverend Herbert Oliver to attend the eighth annual UNESCO Conference in Boston, October 22-26. The request has been approved and I am happy to enclose our check for $200.00 for that purpose.

It is our understanding that Mr. Oliver will, either on his way to or from Boston, make arrangements to confer in Washington with Mr. Burke Marshall and others in the Department of Justice. We believe that the combination of these two purposes justifies this expenditure.

At your convenience please acknowledge receipt of this grant and confirm the willingness of the Alabama Council and Mr. Oliver to see that it is spent in keeping with the above indicated purposes.

With best wishes,

Sincerely yours,

Paul Anthony
Executive Assistant

PA:mbb
cc: Dr. Roger W. Hanson
Rev. Herbert Oliver
Mr. Burke Marshall

Enc.

Alabama Council on Human Relations, Inc.

ROOM 1224 COMER BLDG. - - BIRMINGHAM 3, ALABAMA
PHONE AL 2-2722

RHA
" oliver file

"AN ORGANIZATION TO ATTAIN, THROUGH RESEARCH AND EDUCATION, EQUAL OPPORTUNITIES FOR ALL PEOPLE OF ALABAMA."

October 6, 1961

Mr. Paul Anthony
Southern Regional Council
Room 201, 5 Forsyth Street N. W.
Atlanta 3, Georgia

Dear Mr. Anthony:

This is to acknowledge receipt of $200.00 from Southern Regional Council to enable Herbert C. Oliver to attend UNESCO in Boston. He has contacted Mr. Burke Marshall in Washington for an appointment and will be in Washington and will be seeing him. Members of the Birmingham Council felt this was a real honor for Mr. Oliver to be invited. I believe this invitation came from the U. S. State Department. We are expecting that the Alabama Council will benefit from this trip as Mr. Oliver reports to us on his visit in Washington and the UNESCO Conference in Boston.

It was good to have the opportunity on Wednesday, October 4th to get better acquainted with you. I hope to be able to attend the meeting at the Veterinary Medical Building at Tuskegee Institute on the evening of Tuesday, October 17th to hear your talk on the "Purpose and Program of the Southern Regional Council". I am sure that it will be very helpful for the people in Alabama to get acquainted with you personally and your subject is of real importance for the members of the East Alabama Chapter of Alabama Council on Human Relations and for people who will be invited as guests.

We hope to keep you and other staff members informed of the activities of the Alabama Council.

We wish you success in all of your endeavors and appreciate the good work you are doing.

Sincerely,

N. C. Jimerson ac

Rev. Norman C. Jimerson
Executive Director

NCJ:ac

Dictated by Rev. Jimerson this date; signed in his absence.

857 Hillman Drive
Bessemer, Ala.
Dec. 27, 1961

Mr. Leslie W. Dunbar
Southern Regional Council
5 Forsyth St. N.W.
Atlanta 3, Ga.

Dear Mr. Dunbar,

Yesterday Norman Jimerson called and suggested that it might be a good idea if I wrote concerning the interview I had with Burke Marshall. I had planned to come through Atlanta on my return trip, but things did not work out that way. Then I decided to wait until I could go to Atlanta so the matter could be discussed more fully than could be done by mail. In the meantime, time has been going on, and you have not heard from me. Mr. Marshall suggested that I talk over with you a specific matter that came up, and I have been waiting to get over there to do so.

I had an appointment with Mr. Marshall in his office at 10:00 A.M. Oct. 20. He was not able to see me at 10:00 since he had to attend another meeting, but suggested that if I could come back at 3:00P.M., he would be glad to see me then. So from 10:00 to noon I talked with three other Justice Department officials about the ICC documents and the race situation in general.

I returned at three and talked with Mr. Marshall for about an hour. He assured me of the sincerety of the Justice Department in its effort to check lawlessness. He also pointed out the great difficulties inherent in any attempt to convict the perpetrators of violence. He said in essence that what the ICC is seeking to do is good, and that if enough people are made mad about the situation maybe something can be done to correct it. Then I asked if he could suggest some source for funds to carry on our work, and he referred me to SRC and to you. I mentioned to him that we seem to have a difficulty with someone in SRC for whom we bear no ill will, which difficulty seems to preclude any assistance from SRC. He asked if I had talked it over with you and I said I had not. Then he suggested that I do so. This I would like to do when I can make a trip over to Atlanta. Let me be foolish enough to say that the misunderstanding is with Paul Rilling, an excellent person. I had not been of a mind to do what Burke suggested, but I will be willing to do so if there is any possibility of just a little better understanding, even if I have to discover that all the fault rests with me.

Wishing you and SRC a most prosperous new year, I am

Yours sincerely,

C Herbert Oliver

January 9, 1962

The Rev. C. Herbert Oliver
P. O. Box 1443
Birmingham, Alabama

Dear Mr. Oliver:

I read with great interest your letter of December 27. I felt sure you had seen Burke Marshall and I am glad to have that confirmed. I trust you found him, as I always have, a person who is sincere and able.

I think you are wrong about Paul Rilling. Paul's judgment was opposed to your's last year in regard to the practicality at this time of appointing a Negro as staff director of the Alabama Council. He saw great merit in your thinking, as do I, but in balance he felt he had to recommend otherwise. As to the ICC and what it is doing, I can assure you that Rilling is, and has been, an enthusiastic supporter.

I am due in Alabama on February 3 to address the annual meeting of the Alabama Council. Do you plan to attend? If so, you and I, perhaps, can find a half hour for you to bring me up to date on your financial problems. In the meantime, you might be thinking again of a suggestion made in my letter to you of August 9, in which I offered assistance with your mimeographing.

With all best wishes,

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD:mbb

File

Jan. 17, 1962

Dr. Leslie W. Dunbar
Southern Regional Council
5 Forsyth St. N.W.
Atlanta 3, Ga.

Dear Mr. Dunbar,

Thank you for yours of Jan. 9. I'm glad I had the opportunity to see and talk with Burke Marshall, and I do believe he is both sincere and able. Thanks again for making the trip possible.

Your comments about Paul Rilling are well taken. I also appreciate the interest that you and Paul have in the ICC, and I'm sure I speak for the rest of the members.

I plan to attend the meeting in Tuskegee on Feb. 3, and will be looking forward to seeing you there. We will be glad to accept your offer to assist the ICC with mimeographing. Maybe we can discuss this more fully at Tuskegee.

Till then I remain

Yours sincerely,

C. Herbert Oliver

C. Herbert Oliver

PAV
SBV
MJ-file

INTER-CITIZENS COMMITTEE, INC.
BOX 1443
BIRMINGHAM, ALABAMA

PROSPECTUS
JULY, 1962

I. ORGANIZATION AND PURPOSE

The Inter-Citizens Committee was organized on April 9, 1960 in Birmingham, Alabama. A Constitution was adopted on April 1, 1961, and on May 31, 1962, the Committee was incorporated as a non-profit organization in the State of Alabama. On the Committee was notified that it had been granted a tax exempt by the Internal Revenue Service. The original officers of the Committee have since been re-elected each year. They are as follows:

President:	Rev. J. L. Ware 609 North 2nd Street Birmingham, Alabama
Vice President:	Rev. J. C. Wilson 107 Moton Street Tuskegee, Alabama
Secretary:	Rev. C. Herbert Oliver 857 Hillman Drive Bessemer, Alabama
Assistant Secretary:	Rev. H. D. Long 1208 Finley Avenue Birmingham, Alabama
Treasurer:	Rev. G. L. Terrell 5611 Court "H", Vinesville Birmingham, Alabama

The purpose of the Inter-Citizens Committee, as set forth in its

Constitution, is "to promote mutual understanding through assimilating, interpreting, and communicating factual material affecting basic American rights in Alabama. Through research and education it shall seek to discover attitudes toward the social changes taking place in Alabama, and to interpret trends of development in human relations. It shall seek to improve human relations in Alabama and thereby enhance the influence of Alabama in national and world affairs. We oppose any ideology which seeks to impair or undermine the American system of government."

The Inter-Citizens Committee is interracial and its documents cases of lawlessness against white persons as well as Negroes.

II. PAST ACTIVITIES OF THE INTER-CITIZENS COMMITTEE

1. Investigation and publication of allegations of police brutality and of unjust actions of other local officials.

Since the date of its organization, the Committee has investigated some thirty charges against State and local officials of abuses of the rights of Negro and two white citizens. Twenty five such cases have been reported in Documents on Human Rights in Alabama, in which the Committee publicizes the allegations in cases that meet the standards

set forth below. Seventeen of these cases involved at least one alleged instance of police brutality. In addition, all cases set forth allegations of unjust actions taken by local magistrates or prosecutors.

Of the twenty five published cases, eighteen arose in Jefferson County -- thirteen of which allegedly involved policemen of the City of Birmingham. Of the remaining seven published cases, one each arose in Shelby, Tuscaloosa, Calhoun, Talladega, and Etowah Counties, and two in Bibb County. Several additional cases have been investigated in Jefferson County but not published because of the fears of the victims.

The need for the publication of these cases springs principally from the fact that Alabama newspapers rarely report alleged instances of misconduct against Negro citizens by policemen or other officials. Moreover, as documented by the 1961 Report of the United States Commission on Civil Rights, the appropriate Federal remedies are seldom invoked, and then almost invariably without conviction, due to the inherent weakness of the Federal laws which require "proof of in-

tent" and the fact that their effectiveness depends in large measure upon the jury system. In Alabama, Negroes almost never actually sit on juries.

For these reasons, the Committee distributes copies of the most patent and serious charges of official misconduct to the Civil Rights Division of the Justice Department, the Federal Bureau of Investigation, the U. S. Commission on Civil Rights, local and State authorities, U. S. Senators and Representatives, governors, national civic and religious organizations, and to about 300 interested individuals throughout the country.

As of July 20, 1962, the Committee had so distributed between 48,000 and 50,000 copies of its 25 Documents on Human Rights in Alabama. Four of these documents were cited in considerable detail in the 1961 Report of the U. S. Commission on Civil Rights. See Volume V, "Justice", pp. 22-23, 33-37, 180 (n.87), 188-89 (n.51), 189-90 (n.52), and 191-92 (n.54). The documents have also stimulated news articles outside Alabama in several specific cases. Document No. 4 on Human Rights in Alabama appeared in The Bangor (Me.) News, The Houlton

(Me.) Times, and the San Diego Sun; Document No. 10 appeared in The Baltimore Afro-American (April 1, 1961); and The Ottawa Citizen ran a series of 12 articles on the South, two of which dealt with documents of the Inter-Citizens Committee. The series ran from June 13 through June 27, 1961. The documents have been partly responsible for comments upon the work of the Committee in The Nation on May 5, 1962.

Moreover, it was primarily through publication and distribution of Document No. 7 on Human Rights in Alabama that one alleged victim of police brutality, Mr. Theotis Crymes, was granted some relief through the Veterans Administration. Some 16 months after Mr. Crymes was shot by the chief of police of Helena, Alabama, and permanently paralyzed, and about six months after he was denied a pension by VA officials in Montgomery, Alabama, Mr. Crymes was notified that he had been awarded a pension following a finding that he "was innocent of willful misconduct in the shooting resulting in his severe permanent injuries." The Civil Rights Commission, acting on the basis of Document No. 7, had brought the matter to the attention of the VA.

The Committee's procedures for publishing allegations are care-

fully designed to screen out those cases, which though they may well be true, lack strong corroborating evidence.

Cases are usually brought to the Committee's attention by interested persons. The alleged victim is contacted and interviewed by Rev. C. Herbert Oliver. Afterwards Rev. Oliver interviews any named witnesses and checks city or county files to learn the names of the officers involved and to ascertain whether the victim has a criminal record. An affidavit or statement of fact is then drafted and carefully reviewed with the alleged victim before he is permitted to sign it in the presence of a notary public. The signers are warned of their liability for any false statements given under oath. Afterwards the victim's statement together with any statements of witnesses are scrutinized by the Committee to determine whether the papers should be publicized, held up pending investigation, or rejected.

The Committee feels that Negro citizens in Alabama are far more likely to speak freely to Committee investigators of their own race than to Federal and local investigators, all of whom are white (with the exception of one Negro investigator from the Justice Department

who came to Birmingham this spring to investigate the Travis case.)

2. Obtaining legal assistance for brutality victims

At the present time the Committee is working to obtain counsel for the Travis family of Birmingham (see Document No. 20 on Human Rights in Alabama). Such suits are not popular with local attorneys, but several have agreed to handle such cases with appropriate renumeration. The Travis case represents our intial effort in this respect. Further, if funds could be obtained, it would make possible a suit to require the City of Birmingham to bond its police officers.

In addition, the fact that there is an interested local group like the Inter-Citizens Committee continually inquiring into frequent cases of alleged brutality and official misconduct is believed to serve as a deterrent to prosecutions of victims.

Two recent cases strongly support this belief. In one, a young Negro alleged that two officers beat him with flashlights in an effort to extort $40.00. When he refused they arrested the youth on a charge of rape. Rev. Oliver, who investigated the case, made inquiries of local officials. Subsequently, during the week of May 30, 1962, the

charges were dropped.

The youth involved is --

Johnnie B. Elder
217 8th Avenue, West
Birmingham, Alabama

The second case involved a mentally deficient Negro youth who was allegedly roughly treated by policemen and arrested on a charge of grand larceny, although no goods or money were found in his possession and no citizen placed charges against him. The Committee contacted local officials, newsmen and attorneys. Although Rev. Oliver did not succeed in obtaining the youn man's release on the weekend, the boy was released and charges were dropped on the following Monday, May 14, 1962. The youth involved is --

James Carroll
841 45th Place, North
Birmingham, Alabama

3. Informing Washington authorities of local events and developments affecting civil rights.

Because of the continuing inflammatory state of racial tensions in the Birmingham - Bessemer area, the Committee maintains close contact by phone and by mail with representatives of the U. S. Commission

on Civil Rights in Washington. Any indications of a worsening in local conditions or advance knowledge of actions by white officials or Negro groups are promptly relayed to Washington.

III. PROSPECTUS FOR FUTURE ACTIVITIES

The Committee plans to continue all of the activities outlined in Section II, but increased emphasis will be placed on securing local counsel in promising cases, insofar as the Committee's resources will allow.

At the present time the Committee is working on five cases. One of these involves a veteran who reportedly was severely beaten by two Birmingham police officers, jailed and then subsequently released without charges being placed against him. Such cases are typical, and the Committee normally handles five such cases at any one time.

Finally, the Committee works in cooperation with the Alabama Council on Human Relations, many of whose members are also members of the Inter-Citizens Committee. The Committee's Documents on Human Rights in Alabama are distributed in part through the chapters of the Countil. However, the Council does not work on particular cases in-

volving victims of alleged official misconduct. Such cases constitute a heavy, if not the heaviest, source of civil rights complaints in the Birmingham area. It is the function of the Inter-Citizens Committee to follow these cases closely in order that as far as possible, victims may be afforded some measure of relief and that local officials will remain aware that their conduct is under continual surveillance of the Inter-Citizens Committee.

IV. Significance of the Inter-Citizens Committee.

1. To School Desegregation

We stand firmly with the desegregation decision of the Supreme Court in 1954. Since the Inter-Citizens Committee is dedicated to promoting mutual understanding through assimilating, interpreting, and communicating factual material affecting basic American rights in Alabama, it can use its resources in efforts to maintain order when schools are desegregated in Birmingham. The willingness and possibility of local officials maintaining order is seriously doubted by many. An indigenous organization dedicated to justice and order is in the best position to help

effect the changes that Alabama so desperately needs. We join many who believe that our nation can ill afford the explosion that will come from the neglect of justice in Alabama.

2. To Voter Registration

Since only 11,000 out of 121,000 eligible Negro voters are registered in Jefferson County, we encourage voter registration, realizing that a great part of our problems can be solved by a proper use of the ballot. Some persons have become stimulated to register and vote simply through reading our documents. The present reign of injustice makes registration difficult indeed. In order for registration to become more effective, people must feel freer to register. Uncorrected violence is a strong deterrent to voter registration.

3. To the Victims of Lawlessness

The Inter-Citizens Committee offers counsel and advice to those who have been brutalized. Sometimes a mere concern gives them some hope. By showing a readiness to assist in every way possible, the Inter-Citizens Committee seeks to rebuild in the

victims a better image of America. This we believe is a very real service to persons in need of moral and spiritual uplift. Some persons in Inter-Group Relations strongly believe that Birmingham is retrogressing instead of progressing, and that it is headed toward an explosion. If the forces of good will in Birmingham and Alabama are left without support by the forces of good will in the nation, the future of Birmingham and Alabama is indeed dismal.

Respectfully submitted,

C. Herbert Oliver

Rev. C. Herbert Oliver, Secretary
Inter-Citizens Committee
Box 1443
Birmingham, Alabama

Aug. 25, 1962

Inter-Religious Committee
Birmingham

Dear Mr. Dunbar,

Was a pleasure seeing you again. Enclosing a blind copy of the letter I sent today to Mrs. Cole. Hope I did not say too much.

Enclosing also a financial statement and the 1963 budget. I think the Prospectus indicates why the budget is larger than the 1962 budget.

Wishing you success and happiness.

Sincerely,

Herb

PRD
SB
PAV
MA file

but hear Haber + Mrs Cole
Note time about ICC
refile
Dunbar in New York
Not chance for chairman
MA + Carl Good

Inter-Citizens Committee

Rev. J. L. Ware, President

Rev. J. C. Wilson, Vice-Chairman
Rev. G. L. Terrell, Treasurer

Rev. C. H. Oliver, Secretary
Rev. H. D. Long, Assistant Secretary

Box 1443
Birmingham, Alabama

August 25, 1962

Mrs. Deborah M. Cole, Executive Secretary
The Aaron E. Norman Fund
575 Madison Avenue
New York 22, New York

Dear Mrs. Cole,

For the past two and one half years our Committee has been engaged in the vital work of investigating, documenting and, to some extent, securing remedies for a large number of alleged victims of police brutality and other official misconduct in Alabama. Enclosed are a Prospectus of the Committee's efforts, a copy of its Constitution, a financial statement, the budget for 1963, and 26 of the Documents on Human Rights in Alabama which the Committee has thus far published and distributed throughout the country.

Official violations of the individual rights through unlawful violence against Negro citizens is almost an everyday occurrence, especially in the Birmingham - Bessemer area. The victims of such acts have heretofore had no remedies. Through the activities of the Inter-Citizens Committee, some important progress has been made, as set forth in the Prospectus, to alleviate this situation. The continuation of the Committee's efforts is exceedingly important, especially as long as the NAACP remains an outlawed organization in the state.

For almost two years, all of the work of the Committee was

done on a completely voluntary basis at great sacrifice. This year the Committee has been trying to operate on a budget of $7500.00, but this amount has proved to be quite insufficient to support its principal activities. And at the present time we are operating at approximately $2000.00 behind the above budget at great hardship and distress.

In light of the exceedingly minute technicalities involved in documenting each case, and in light of the great need of the services of a full time secretary, the present budget has been revised so that it will be commensurate with our task.

In order that we may achieve our purposes more fully, and do more in certain areas indicated in the Prospectus, the Committee requests a yearly grant of $17,264.00 for three years. The enclosures are submitted in support of this request. Alabama can well profit from an investment in genuine good will. In addition, the Committee is embarking on a program of providing legal aid in worthy cases and seeks to expand its budget further in order to expand its activities in this sphere.

We have not yet received tax exemption status, though we have been waiting for sixteen months for it. An attorney in Senator Jacob Javits' office is presently looking into this matter for us. He is Steve Kurzman.

However, grants can be made to the Council for Christian Social Action of the United Church of Christ, 289 Park Ave. So., New York 10, New York, as was done this year by the Field Foundation. Funds should be earmarked for the Inter-Citizens Committee.

Recently I talked with Assistant Attorney General Burke Mar-

shall in his office and was informed that he would be glad to answer an inquiry from a Foundation concerning his view of the value of the work being done by the Inter-Citizens Committee.

Mr. William L. Taylor, Assistant Staff Director for Liaison and Information of the U.S. Commission on Civil Rights recently said, "Dr. Trebach, the Chief of our Administration of Justice Section, had already impressed upon me his opinion of the importance of your work with the Inter-Citizens Committee. Since this Commission has a statutory responsibility to report on denials of civil rights it is vital to have people on the spot in local areas who can furnish information regarding these problems. The reports of the Inter-Citizens Committee on alleged denials of civil rights by policemen have been very useful to the Commission in connection with our studies. Please keep us informed of your activities."

Leslie Dunbar, Executive Director of the Southern Regional Council, knows of our work and we believe will recommend it highly. We believe that Harold Fleming of the Potomac Institute in Washington, D. C. will do the same.

If desirable, a representative of the Committee will visit your offices to answer any further inquiries into this organization or its activities. Thank you for your attention to this request.

Sincerely yours,

_____
Secretary

_____
Assistant Secretary

b.c.

INTER-CITIZENS COMMITTEE, INC
BOX 1443
BIRMINGHAM, ALABAMA

PROPOSED BUDGET FOR 1963

SALARIES	
Executive Secretary	$5820.00
Office secretary	2400.00
Housing allowance	1800.00
Blue Cross - Blue Shield	174.00
OFFICE EQUIPMENT	
Mimeograph machine	500.00
Desk and chair	100.00
Typing table and chair	20.00
OFFICE SUPPLIES	
Paper, stencils, stationery, etc.	800.00
POSTAGE	1000.00
TELEPHONE	500.00
OFFICE RENT	650.00
PRINTING	1000.00
TRAVEL	1000.00
MISCELLANEOUS	500.00
LEGAL SERVICES	1000.00
TOTAL	$17,264.00

Conditions approved by the ICC on Feb. 11, 1961:

That C. H. Oliver and H. D. Long apply for grants on the above amount to be administered for the assimilating, interpreting, and communication of factual material affecting basic American rights in our area. The above named would assume the responsibility of administering all funds granted, and willingly comply with procedures of Foundation or donors of funds. All funds would be expended solely in pursuit of the aims of the Inter-Citizens Committee as outlined in the Constitution. Any additional funds over and above the proposed budget would be placed in a savings account in the name of the Inter-Citizens Committee, or used for office equipment. The ICC will be bound by the terms of the budget accepted by the donors. All the above has been approved by the Inter-Citizens Committee.

August 24, 1962

Rev. C. Herbert Oliver
The Inter-Citizens Committee
Box 1443
Birmingham, Alabama

Dear Herbert:

It was good seeing you when you were here. I looked over your correspondence report and did not see any reference to the enclosed item from the Washington Post. I am sending it on to you for your files.

Best wishes.

Sincerely yours,

Leslie W. Dunbar

LWD:jl
enc.

INTER-CITIZENS COMMITTEE, INC.
BOX 1443
BIRMINGHAM, ALABAMA

FINANCIAL STATEMENT
Fiscal year, July 1, 1961 to June 30, 1962

INCOME:

Balance on hand July 1, 1961	$ 000.00
Council for Christian Social Action of the United Church of Christ, July-Dec.,1961	975.00
CCSA, Jan.-June, 1962(rate of $375.00 monthly)	2250.00
Dues and contributions	1398.94
TOTAL INCOME	$4623.94

From July thru Dec. 1962, the CCSA will give $2250.00 to the ICC at rate of $375.00 monthly.

EXPENDITURES:

Maintenance of secretary	$2765.00
Postage	395.52
Secretary travel expense	417.49
Phone	31.02
Supplies	317.32
Secretarial assistance	29.00
Miscellaneous	227.78
TOTAL EXPENDITURES	$4183.13

Balance on hand as of July 1, 1962 in account at Steiner Brothers Bank in Birmingham, Alabama: 440.81

Respectfully submitted,

Rev. G. L. Terrell
Rev. G. L. Terrell, Treasurer

Rev. C. Herbert Oliver
Rev. C. Herbert Oliver, Secretary

issued June 2, 1962

CORRESPONDENCE REPORT OF THE
INTER-CITIZENS COMMITTEE
APRIL 1960 THRU MAY 1962

CORRESPONDENCE	NO. OF LETTERS
Rev. Everett W. McNair	10
Rev. Andrew Schulze	10
Rev. Ray Gibbons	8
Rev. Carlos Fuller	8
Foreign	8
Rev. Paul Woolley	7
Att. Edward Woolley	7
Dr. Leslie Dunbar	5
Senator Jacob Javits	5
James Davis	5
Commission on Civil Rights (U.S.)	5
Rev. Galen Weaver	4
Burke Marshall	4
Per Laursen	4
Rev. Charles Gomillion	4
Mrs. Alfred Lincoln	3
Senator Sam Ervin	3
Rev. H. B. Sissel	3
Rev. Edward Brown	2
John T. Murphy (Justice Dept.)	2
J. Edgar Hoover	2
Internal Revenue Service	2
Senator Leverett Saltonstall	2
Rep. Emanuel Celler	2
United Nations Commission on Human Rights	2
James Dombrowski	2
Dr. Hans Speigel	2
Ruth Stresow	2
Joyce Bremer	2
LIFE Magazine	2
Louis Lautier	2
Rev. Albert S. Foley	1
Lawrence Rosen	1
NEW REPUBLIC Magazine	1
Tim Creery (Southam Newspapers)	1
Senator Lister Hill	1
Senator John Sparkman	1
Rep. George Huddleston	1
American Friends Service Committee	1
Dr. L. H. Foster	1
Rev. Glenn E. Smiley	1
Rev. L. I. Maddocks	1
Mrs. Catherine Fletcher	1
TIME Magazine	1
Copy of letter of Harold Tyler to Rep. A.C.Powell	1
Copy of letter of Joseph Ryan to Rep. A.C.Powell	1
Copy - A.H.Monk to Berl I. Bernhard	1
Copy - Berl I. Bernhard to Sen. Cilfford Case	1
Copy - Sen. Clifford Case to H. Alexander Smith	1
Copy - William Taylor to H. Alexander Smith	1
Copy - H. Alexander Smith to Irving Harris	1
Copy - Burke Marshall to Sen. Jacob Javits	1
Drew Pearson	1

David Nichols	1
H. Alexander Smith	1
Senator Vance Hartke	1
Conaly Bedell	1
Rev. John Morris	1
Other (includes personal letters)	59
TOTAL	214

Total number of personal letters sent by ICC 193

Number of cases compiled as of May 31, 1962	23
Number of documents printed	50,000
Number of documents distributed to senators, congressmen, governors, government agencies, national civic, social, and religious organizations, and locally	45,000 approx.

****

NEWS ARTICLES ON ICC DOCUMENTS

Bangor News (Maine) Document No. 4
Houlton Times (Maine) Document No. 4
Star News (National City, Calif.) Sun. May 15, 1962 editorial /Document No. 4
Cedar Grove Newspaper May 1960, Document No. 4
Afro-American April 1, 1961 , Document No. 10
The Ottawa Citizen , Series of 12 articles, June 13 thru June 27, 1961
Several news articles on the ICC have appeared in the Birmingham World Newspaper

The May 5, 1962 issue of THE NATION comments upon the work of the ICC The recent report of the U. S. Commission on Civil Rights includes four documents of the ICC. The Report published in late 1961 is entitled JUSTICE.

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Of the 215 correspondents listed above,

The great majority are deeply concerned;
Some few simply wish to keep informed of what is going on;
A very few show no interest;
None have shown contempt for our efforts.

****

Of the 23 cases of rights violations reported by the Inter-Citizens Committee,

There have been no convictions of any of the violators.
One officer, police chief Roy Damron of Helena, was brought to trial in Federal court but was acquitted by an all white jury. The man whom he shot and paralyzed for life, Theotis Crymes, was later (16 months) exonerated by the Veterans Administration in Montgomery and is now receiving a pension from the government for life.
Some of the victims have left the state; others have served unjust sentences, while others still await the arrival of justice. One grave holds the secret of the untimely death of a 14 year old Negro lad. Five cases are presently being worked on.

J. L. Ware
President

C. Herbert Oliver
Secretary

File

Inter-Citizens Committee

Rev. J. L. Ware, President

Rev. J. C. Wilson, Vice-Chairman
Rev. G. L. Terrell, Treasurer

Rev. C. H. Oliver, Secretary
Rev. H. D. Long, Assistant Secretary

Box 1443
Birmingham, Alabama

Nov. 8, 1962

Mr. Leslie Dunbar
Southern Regional Council
5 Forsyth St.
Atlanta, Ga.

Dear Mr. Dunbar,

I write to thank you for the name and address of the Aaron Norman Fund which you gave to me last August.

Recently I received a letter from Mrs. Dorothy Cole indicating that the Fund had decided to make a grant of $750 per year for two years to the Council for Christian Social Action of the United Church of Christ in support of the activities of the Inter-Citizens Committee. This comes as most welcome relief to us in our efforts to exalt the dignity of man. We still face an uphill battle, but we believe the end of good human relations is worthy of the effort.

We are still trying to improve our financial status and would welcome any further suggestions as to where to turn. We believe that were it not for our existence there would be more brutality than there is now. At present I am working on several cases. One case seems to have had a pleasant ending. A manager of a store here reimbursed a woman who was arrested and fined unjustly in an incident that took place in his store. A committee of the ICC went to him and talked the matter over with him and he kindly agreed to give the lady what the incident cost her , which was $71.00. The lady was very pleased at this. The manager also said he would try to clear the name of the lady as far as the court record is concerned. Here was good will in Birmingham, and it made us feel good. We are trying now to assist Judge Aaron in some way. He is in need and seems to have been forgotten.

Again, thanks much for the recommendation to the Aaron Norman Fund. With best wishes for your happiness and success, I am

Sincerely yours,

Herb

C. Herbert Oliver

December 3, 1962

Mr. John Goff
Baggett Transportation Co.
#2 South 32nd Street
Birmingham, Alabama

Dear Mr. Goff:

We have your notice of November 30 with a report that you were unable to deliver a package of printed matter to Mr. Herbert Oliver at 55 18th Avenue S., Birmingham.

We have today telephoned Mr. Oliver and find that he has moved to 857 Hillman Drive, Bessemer, Ala.

We asked that Mr. Oliver either telephone you, giving his new address, or perhaps come by for the materials. If you have not heard from him, please deliver to the new address.

Thank you.

Sincerely yours,

Montez G. Albright (Mrs.)

Birmingham

Inter-Citizens Committee

Rev. J. L. Ware, President

Rev. J. C. Wilson, Vice-Chairman
Rev. G. L. Terrell, Treasurer

Rev. C. H. Oliver, Secretary
Rev. H. D. Long, Assistant Secretary

Box 1443

Birmingham, Alabama

File

Dec. 3, 1962

Mr. Leslie Dunbar, Executive Director
Southern Regional Council
5 Forsyth St.
Atlanta, Ga.

Dear Mr. Dunbar,

I happened by my former address today and found a notice from Baggett's that I had a package from SRC. I went and picked it up today.

I wondered what happened and was going to write to see if it had been sent.

Thank you very much for sending this material. It needs to be read by people here who have not heard about it. I had planned to make them available at our last Birmingham Council meeting. I will see several of the members this Friday evening and will make them available to them.

Again thank you. With every good wish for a happy season, I am

Sincerely yours,

Herbert

C. Herbert Oliver

Inter-Citizens Committee — file

Rev. J. L. Ware, President

Rev. J. C. Wilson, Vice-Chairman
Rev. G. L. Terrell, Treasurer

Rev. C. H. Oliver, Secretary
Rev. H. D. Long, Assistant Secretary

Box 1443
Birmingham, Alabama

Jan 28, 1963

TAV-fyi
MJ-file

RECEIVED
JAN 29 1963

Dr. Leslie Dunbar, Executive Director
Southern Regional Council
5 Forsyth St.
Atlanta, Ga.

Dear Mr. Dunbar,

I enclose a financial statement on the Inter-Citizens Committee. Last year had its problems. We hope this one will be brighter.

Again we appreciate your help in relation to the Aaron Norman Fund, and any other assistance you may have given by way of recommendation. No doubt you know of the support that the Field Foundation gave us this year. Naturally it gives us moral courage where it is most needed.

With best regards.

Sincerely,

Herb

Rev. C. Herbert Oliver

INTER-CITIZENS COMMITTEE
BOX 1443
BIRMINGHAM, ALABAMA

BREAKDOWN ON RECEIPTS AND DISBURSEMENTS FOR 1962

RECEIPTS

SOURCES	
Balance Dec. 31, 1961	$ 44.26
Field Foundation	4500.00
Contributions	1033.33
Aaron Norman Fund	750.00
United Presbyterian Church, U.S.A.	500.00
Dues	224.75
TOTAL	$7008.08

****

DISBURSEMENTS

Salary	$4415.00
Postage	595.96
Supplies	596.93
Travel	720.37
Phone	89.39
Secretarial Assistance	84.25
Assistance to victims	111.00
Miscellaneous	314.98
TOTAL	$6927.88
Bal. on hand Dec. 31, 1962	80.20
	$7008.08

File: Inter-Citizens Ctte

October 30, 1963

Reverend C. Herbert Oliver
Secretary
Inter-Citizens Committee
Box 1443
Birmingham, Alabama

Dear Rev. Oliver:

Your letter of October 18, to Mr. Dunbar is hereby acknowledged.

We appreciate so very much this detailed information on efforts by the Inter-Citizens Committee, to alleviate the very serious problem in Birmingham of police brutality.

I hope you will continue confrontation with the Committee on public safety and welfare. Repeated reports of incidents such as you included in your letter will surely have some positive affect on the Committee.

Your letter is also helpful in that it provides us with documented evidence of things going on in Birmingham.

Thank you again so much for keeping us informed on the work of the Inter-Citizens Committee. We look forward to having periodical reports on your work and progress.

Sincerely yours,

Vernon E. Jordan. Jr.
Assistant to the
Executive Director

VEJJr;nm

PA ✓
VJ - pls respond
SB ✓
BP ✓

Inter-Citizens Committee

Rev. J. L. Ware, President

Rev. J. C. Wilson, Vice-Chairman
Rev. G. L. Terrell, Treasurer

Rev. C. H. Oliver, Secretary
787-0825
Rev. H. D. Long, Assistant Secretary

Box 1443
Birmingham, Alabama

RECEIVED
OCT 21 1963

October 18, 1063

Mr. Leslie Dunbar, Executive Director
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Mr. Dunbar:

The following letter is written to bring you up to date on the work of the Inter-Citizens Committee.

On Monday, October 7, several members of the I. C. C. met with the three City Councilmen who constitute the Committee on Public Safety and Welfare. At the beginning they were given a complete set of fifty documents. For little more than an hour we discussed cases of brutality and brought two of the recent victims along with us. One Councilman suggested that the tensions in the city contribute to the occurence of many unpleasant things. We pointed out that in normal times, most of the brutalities occur. Another Councilman just could not believe that the police were that bad, and that we needed more evidence in each case. Again we pointed out that enough information is given for an investigative agency to follow through to uncover finer details and take or recommend remedial action. A white member of the I. C. C. made a very effective statement that the situation described in the documents is a true situation and he politely but forcefully chided white people for continuing to say that those things just don't happen. His statement had visible effect on the Councilmen, and they seemed to become more interested in what we were trying to say.

We questioned them on the death of John Coley, shot after the second bombing of Attorney Shores' home. Inspector Haley was at the meeting and he was asked to have a report on that incident at our next meeting. One Councilman suggested that it would be better for them if they read over all the documents and call us back for another meeting. To this we agreed.

After dismissal, some of us went with one of the victims to the office of Inspector Haley to lodge a complaint against an officer. The Inspector would not allow anyone but the victim and witnesses

to be present. Of course, there is not much safety in Birmingham with this method. So plans are presently being made to take the matter to the Personnel Board with an attorney.

In other developments, it has come to me through a local attorney that Attorney General Richmond Flowers has appointed a special investigator to look into cases of brutality by officers, particularly State Troopers. I have submitted our documents upon request to this investigator through the local attorney. This was several weeks ago. He called again yesterday and indicated that the Attorney General was quite concerned over the latest set of documents - 44 through 50 - and would like to have a meeting with me and some of the persons involved in the documents. He also said that the Attorney General wanted copies of the pictures of John Coley, which I will turn over to him today. I have an extra set. We look with hope upon these developments.

The Fraternal Order of Police here has come out against the hiring of Negro policemen. I am told that the head of that group is Jack Parker, the officer who shot and killed Johnny Robinson on the afternoon following the bombing of the Sixteenth Street Baptist Church.

Sincerely yours,

Herbert

C. Herbert Oliver
Secretary

CHO:ro

Rec'd 7/7/65

file PA

MS file

June 30, 1965

Inter-Citizens Committee
P. O. Box 1443
Birmingham, Alabama
Rev. C. Herbert Oliver - Former Executive Secretary

Dear Friends and Supporters:

I had hoped to be able to write this letter before now, but the pressure of many duties kept me from getting around to it. You will note from my new home address below that I am now a resident of Brooklyn, New York. However I want to assure you of the continuation of the Inter-Citizens Committee in Birmingham. The new secretary is the Rev. Joseph Ellwanger, leader of the March 6, 1965 March On Selma by concerned white citizens of Alabama and pastor of St. Paul Lutheran Church in Birmingham. The new president is the Rev. Harold D. Long, pastor of First United Church of Christ in Birmingham and a key supporter of the Committee from its inception. The address of the Committee remains the same.

I cannot thank you enough for the interest you have shown and the support you have given to the efforts of the Committee. We are happy that we can now say that police brutality in Birmingham is not nearly as bad as it was five years ago. And though Birmingham has still managed not to hire a single regular Negro policeman, it can be said that there is a lessening of the volume of police brutality, due chiefly to the constant exposure of such cases. Every note of encouragement from you, every dollar or check you donated, did much to help make life safer for Mr. Average Citizen. Do continue your interest and support in a cause that still requires constant attention.

On June 1 I began new duties at the Bedford-Central Presbyterian Church in Brooklyn, New York, assisting the pastor and working mainly with the youth. I am still in the process of getting oriented to the new tasks. I should like very much to keep in contact with you and would therefore welcome letters from you.

My concerns for Alabama have by no means ended. Of chief interest to me will be the Jimmy Lee Jackson Memorial Fund in memory of the young man in Marion, Alabama who was shot by a state trooper and who later died. A fund has been established for the benefit of his mother Mrs. Viola Jackson. She is to receive $50.00 a month from the fund as long as there are sufficient funds for that purpose. The fund started with $100.00 from the Committee and $50.00 from Dr. Randolph Sailer, a Presbyterian missionary and teacher. The friends of the Mississippi Freedom Project of Oxford, Ohio sent $70.00 for the fund and another $10.00 from a friend in Oxford, Ohio. To date, Mrs. Jackson has received three checks from the fund, one each for April, May and June and there is a balance of $80.00 in the fund. We should like very much for Mrs. Jackson to receive compensation for a long time for the sacrifice she has made for the right of the ballot. Would you kindly help make it so. Make checks payable to the Jimmy Lee Jackson Memorial Fund and mail them to Rev. C. Herbert Oliver, 253 Lincoln Road, Brooklyn, N. Y., (11225). From time to time I will keep you advised on the development of the fund.

With best wishes to you and desiring to hear from you, I am

Sincerely yours,
C. Herbert Oliver

C. Herbert Oliver (Phone:
253 Lincoln Road BU 7-7847)
Brooklyn, N.Y. 11225

Trinity Methodist Church

GEORGE E. CLARY, MINISTER
BARNARD AND PRESIDENT STREETS
PHONE 7433

Savannah, Georgia

PASTOR'S RESIDENCE
224 BARNARD STREET
PHONE 2-0664

MISS LOUISE MANNION
CHURCH SECRETARY
PHONE 3-3731

RECEIVED
JAN 18 1946
Southern Regional Council

January 17, 1946

Dr. Guy B. Johnson
Wesley Memorial Building
63 Auburn Avenue
Atlanta, Georgia

Dear Dr. Johnson:

We would like very much to have you come to Savannah next week on Wednesday, January 23rd, for a planning conference for the meeting about which I wrote you. Dr. Curtwright has contacted Dr. Cleverdon, of the First Baptist Church, Rabbi Youngeman, of the Jewish Synagogue, Monsignore McNamara, of the Catholic Church and they can all meet on that day with us. The suggestion is that we meet at the Catholic Parish House at 11 o'clock on the morning of the 23rd. Rabbi Youngeman will be out of town on Monday and Tuesday and I have to be out on Thursday which forces us to this day.

Our people are interested in this meeting and I would like very much if we could make it most worthwhile.

Trusting to hear from you by return mail confirming this date, I am

Yours very cordially,

G. E. Clary

GEC/m

1-18-46

Interfaith Conference in Savannah

January 15, 1946

Dr. G. E. Clary
224 Barnard Street
Savannah, Georgia

Dear Dr. Clary:

Thank you for your letter of January 14. I am writing you this rather hurried note because I am leaving for Jacksonville tonight, and I am sure that you would like to have an immediate reply from me.

I think that the idea of holding an interfaith conference in Savannah is splendid and the Southern Regional Council will be glad to sponsor the meeting. I am willing to be chairman, but I feel that someone else could do a much better job. February 25 is all right, although it would be a little more convenient for me personally if the conference were a few days earlier since I have two other meetings during the week of February 25.

Will you be coming to Atlanta anytime soon? If not, it might be possible for me to come to Savannah one day next week. At any rate, I shall get in touch with you again soon.

All good wishes.

Cordially yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT

Trinity Methodist Church

PASTOR'S RESIDENCE
224 BARNARD STREET
PHONE 2-0664

GEORGE E. CLARY, MINISTER
BARNARD AND PRESIDENT STREETS
PHONE 7433

MISS LOUISE MANNION
CHURCH SECRETARY
PHONE 3-3731

Savannah, Georgia

January 14, 1946

Dr. Guy B. Johnson
Wesleyan Memorial Building
63 Auburn Avenue, N. E.
Atlanta, Georgia

Dear Dr. Johnson:

Dr. Curtright, a pastor of one of the negro Churches here in Savannah, is very much interested in holding a conference on better relations to which he would like to invite the three dominant religious groups. Some time ago he wrote Dr. Benjamin Mays relative to the matter and invited him to be the speaker on this occasion. Dr. Mays expressed interest and assured Dr. Curtright that he would like very much to come if a suitable time could be worked out. Dr. Curtright then brought the matter to the attention of Dr. Cleverdon of the First Baptist Church, Rabbi Youngerman, Monsignore McNamara and myself. After thinking about it Monsignore McNamara suggested that it would be splendid to have such a meeting sponsored by the SRC. In doing that we would avoid some of the difficulties which we would have to face if we undertook to set up a local committe to handle the meeting. That, of course, is very much in our favor. On the other hand, it was our feeling that it would be a splendid opportunity for the SRC to come to Savannah and out of such a meeting a local chapter might be developed.

We would like very much to have you come as Chairman of the meeting. If Dr. Mays is available, we would be very happy to have him represent the protestant group. We were thinking about Mr. Williams, the newly elected chairman of the SRC, representing the Catholics, and I am sure we could secure some Rabbi that would be suitable to the group as a third speaker. I feel sure that we here would be willing to take care of the expense of such a meeting aside from honorarium. I would hope, of course, that no one would expect an honorarium but if some one should, we would hope that you would be able to take care of that. The date suggested for the meeting was Monday, February 25th. It was our thinking that we meet for two sessions of the conference. A day session for the clergy of the city, including Christian, Jews and Catholics. In the evening a meeting for a select group of young people. The meeting is to be held at the city auditorium.

Thanking you in advance for you attention to this matter and trusting that you may be able to cooperate in such a meeting, I am

Yours very cordially,

G. E. Clary

G. E. Clary

GEC/m

February 4, 1946

Rabbi Louis M. Youngerman
Congregation Mickus Israel
20 Gordon Street, East
Savannah, Georgia

Dear Rabbi Youngerman:

Thank you for your letter of January 29 which was acknowledged by Mrs. Tillison in my absence.

The SRC will be delighted to sponsor the meeting which has been planned by the group in Savannah. I shall be glad to preside at the meeting.

I presume you have been in touch with Dr. Mays and Mr. Paul Williams. I discussed the meeting briefly with Paul Williams on the telephone a few days ago and learned that he is willing to come.

I am enclosing a leaflet which you might find useful in any publicity about the Council that you might wish to release in connection with the meeting. If you would like to have further details I suggest that you write to Mr. Ray Warwick, our Director of Public Relations.

I shall arrive in Savannah the night of the 24th or the morning of the 25th. Looking forward to a splendid meeting there, I am

Cordially yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT

Encl.

January 30, 1946

Rabbi Louis M. Youngerman
Congregation Mickve Israel
20 Gordon Street, East
Savannah, Georgia

Dear Rabbi Youngerman:

Your letter of January 23 to Dr. Johnson was received today.

Dr. Johnson is away from his office this week on a field trip to Florida. In his absence, I am taking the liberty of replying to your letter for him. I do know that Dr. Johnson is interested in the conference which you are planning in Savannah as I believe Rev. Clary has told him something about the plans. I believe that he would be willing to preside at the meeting, although he does have two other meetings during the same week.

I shall call your letter to Dr. Johnson's attention as soon as he returns to town, and I am sure he will want to write you further.

Very sincerely yours,

(Mrs.) Inez B. Tillison,
Office Manager

Congregation
Mickve Israel
SAVANNAH, GA.

RECEIVED
JAN 30 1946
Southern Regional Council

January 29, 1946

Mr. Guy B. Johnson
Southern Regional Council
63 Auburn Ave. N.E.
Atlanta 3, Ga.

Dear Mr. Johnson:

Last week a meeting was held in Savannah of a number of people interested in the question of racial relationships. Present at that meeting were Mons. McNamara, Rev. L.G. Cleverdon, Rev. G.E. Clary, Rev. A.C. Curtright, and Rabbi Louis M. Youngerman.

Plans were made for two meetings to be held in Savannah on February 25. The afternoon meeting was to be for ministers and other interested adults and the evening meeting was primarily for young people. It was suggested that these meetings be sponsored by the Southern Regional Council as that was the organization whose program included the type of meetings we were arranging.

It was suggested that you might be persuaded to preside, that Dr. Benjamin Mays be the principal speaker, and that Paul Williams and myself would also say a few words.

We are attempting to secure a meeting room in the Municipal Auditorium which would be suitable for our purposes.

Trusting that the Southern Regional Council will see fit to sponsor our effort, I remain

Sincerely yours,

Louis M. Youngerman

Rabbi Louis M. Youngerman

Interfaith Conf

March 4, 1946

Dean George D. Kelsey
School of Religion
Morehouse College
Atlanta, Georgia

Dear Dean Kelsey:

Thank you for your letter of February 26. I gave your expense account to Miss Clay and I believe she has mailed you a check.

Let me express again my deep appreciation for your fine contribution to the two meetings in Savannah last week.

Cordially yours,

GUY B. JOHNSON,
Executive Director

GBJ:IBT

Morehouse College
Atlanta, Ga.
February 26, 1946

Mr. Guy B. Johnson
Southern Regional Council
Atlanta, Ga.

RECEIVED
FEB 26 1946
Southern Regional Council

Dear Mr. Johnson:

Mr. A. C. Cartright of Savannah informed me that I should submit the statement of my expenses in connection with the Brotherhood program to you.

The following is the statement:

R.R. transportation (round trip, clergy including insurance)	$11.20
Pillows	.50
Taxis	1.20
Total	$12.90

I secured food and lodging at the home of a relative.

Sincerely yours,
George D. Kelsey

$11.20
.50
1.20
$12.90

Morehouse College
Atlanta, Ga.
March 5, 1946

Mr. Guy B. Johnson
Southern Regional Council
Atlanta, Ga.

RECEIVED
MAR 6 1946
Southern Regional Council

Dear Mr. Johnson:

This is to acknowledge receipt of a check for $12.90 from the Southern Regional Council as payment of my expenses in connection with Brotherhood meetings held in Savannah, Ga.

I am happy to know that you appreciated my small contributions to these meetings.

Sincerely yours,
George D. Kelsey

A PROPOSAL FOR FORMATION OF AN "INTERGROUP RELATIONS COUNCIL OF THE SOUTHWEST"

That there is, throughout the United States, a severe and growing crisis in intergroup relations is obvious. The recent report of the President's Commission on Civil Disorders abundantly documents that fact. The Southwest, with its large Negro population, shares most, if not all, of the threatening tensions described in that report.

In addition, the Southwest has some regional characteristics, with regard to intergroup relations and tensions, which require particular and continuing interpretation. While the President's Commission seemed primarily concerned with black-white relations, the Southwest has two large minorities in addition to Negroes: Mexican-Americans and American Indians. It should be obvious that the unique heritage and history of each of these two minorites and the denials of equal opportunity encountered by their members require special consideration in dealing with intergroup tensions in the Southwest.

The old South, because of its history of slavery and the Civil War, has long received the special attention it deserves (although not as much of it as it needs). That region has been the object of innumerable studies by sociologists, demographers, economists, historians, political scientists and others. Both the South and its principal minority have developed a copious literature and a

well-recognized culture. Moreover, southern Negroes have migrated in large numbers to urban centers all over the nation, which serves to give the nation a special awareness of the problems of the South.

This proposal is addressed to the need for exposition, to the nation as a whole and to the region, of intergroup relations problems and issues special to the Southwest and to the need for development of means and techniques for dealing with those special problems.

It is proposed that a private, non-profit corporation be formed to seek equal opportunities for all peoples of the Southwest by means of fact-finding, publication, education and demonstration of action programs. The policy board and staff of the suggested agency would include on some representative basis Mexican-Americans, Negroes, American Indians, and Anglos. It would foster, both through its structure and the content of its programs, mutual understanding among these four ethnic groups and cooperation toward the common, public welfare in the Southwest. (The name of the organization is unimportant, except that it should be distinctive. For convenience we shall use herein the name, "Intergroup Relations Council of the Southwest" -- IRCS.)

The Southern Regional Council, Inc., (SRC), headquartered in Atlanta, Georgia, has served in the South for 24 years in many of the ways envisioned for the proposed Intergroup

Relations Council of the Southwest. The staff and policy board of that agency have offered to assist in establishing a similar organization in the Southwest. To the extent desired by the founders of IRCS, they are willing to share detailed information about their operations and the relative merits and demerits of their various programs. They have also offered to assist with initial fund raising and to pay modest expenses incurred in initial meetings.

The SRC functions primarily as a research and information agency. It maintains a large, specialized library, provides a reliable information service and publishes many timely, original studies and reports.

It is the parent agency of state councils on human relations in ten southern states. These are membership organizations which were set up autonomously in 1954 and 1955. They have served an important purpose for a dozen years. However, the SRC does not recommend this approach, in the light of developments in the sixties. It suggests, instead, direct service to local organizations and agencies, especially those of an indigenous nature.

More recently the SRC has conducted a number of "special projects," including their Voter Education Project, which has coordinated and funded highly successful voter registration and citizenship education projects, largely by local Negro organizations, throughout the South. Through its "Community Organization Project" the SRC has helped to establish the

Federation of Southern Co-ops, the Southwest Alabama Farmers' Cooperative Association, the West Tennessee Self-help Development Corporation, and numerous credit unions and other co-ops. Other projects are the Labor Project, the Crime and Corrections Project, and the Project in Housing and Urban Planning.

(It has been suggested that the SRC might simply expand its operations into the Southwest. The SRC staff thinks, however, that it would be more practical, more efficient, and more fruitful for citizens of the Southwest to establish a separate, parallel agency. Geographical distance, difference of history and tradition, different ethnic composition of the population, and the long-standing orientation of the SRC staff would make it at least as easy, they feel, to begin a new agency as to expand the operations of the old.)

The following are suggested for consideration by potential founders as important principles of IRCS:

(1) Respect for the cultural heritage of minorities. One Mexican-American leaders speaks of the need for "understanding of difference." The aim should be not the cultural assimilation of minorities, but the enrichment of the life of the region and the nation with their cultural contributions; not the absorption, but the due exercise of their economic and political potential.

(2) Endeavor complementary to that of allied organizations. IRCS should be in no sense competitive with organizations of

minority citizens for the betterment of their own group. It should seek to augment and, more particularly, to interpret their objectives and programs to the public at large, with a view to obtaining cooperative and creative response to their efforts.

(3) Recognition of the vital importance of private law, as well as public law, to the aim of community founded on justice. From this principle comes the unique function envisioned for the proposed agency -- that which would distinguish its role from that of allied public agencies and allied minority group organizations. The concept and importance of "private law" has been well stated by Professor Joseph P. Witherspoon of the University of Texas School of Law:

> But we should recognize that law is of two kinds -- public and private. Both forms of law are important to the effective operation of the legal order and to the health of political society. Public law, of course, takes the form of legislation, administrative agency regulations, and of judicial rules. Private law consists of contracts, conveyances, insurance policies, company rules and practices, union regulations, private association charters and by-laws, customary rules and practices, and many other types of law created by private individuals and private organizations to govern their relations with others. If we are to solve our crisis in human relations, it is essential that we create private law that is just even as it is essential that we create public law that is just.

(4) Encouraging greater representativeness in community life on the part of existing public and private institutions.

While IRCS would identify with and be supportive of the needs, aspirations and rights of minorities, it should give special emphasis to informing the dominant Anglo population and leadership, and to educing from them constructive responses to the just demands and aspirations of all minorities. It is this function, more than any other, which requires and justifies a "multi-ethnic" agency.

The following are offered for the consideration of potential incorporators as possible programs:

(1) Fact-gathering and publication of information. (The term "fact-gathering" is used, rather than "research," in order to suggest reporting of immediately applicable information more than pure, academic research.) An important function of such an agency could be service as a source of accurate information on conditions, public issues, and public affairs in the Southwest for individuals carrying out research, for other agencies (public and private) and for news media. In addition it could publish original studies of critical problems and develop a periodical devoted to its purposes.

(2) Technical assistance to local human relations organizations. There is evidence of a growing felt need in many municipalities of the Southwest for private and/or public human relations councils. IRCS could assist the formation of such agencies and development of their programs.

(3) Technical assistance to minority-group community organizations. Self-help efforts such as credit unions and cooperatives could be assisted to form and to find resources.

(4) Voter registration and citizenship education. Closely akin to item (3) is development, in cooperation with minority group organizations, of fuller participation in the whole political process without discrimination on the basis of race, color, creed, or national origin. Programs might include voter registration and practical training, on a non-partisan basis, in the rudiments of political participation.

(5) Service as a locus of communication among leaders of the several minorities. In part this function would be carried out through the composition and regular operations of the agency and, in part, through the reports and periodical mentioned in (1). But IRCS would also be a logical sponsor of occasional conferences on matters of common concern throughout the region.

(6) Promotion of attention to human relations concerns by existing institutions. Particularly important in this regard are the universities and all of the professional schools included in them. Also important are penal systems and institutions, businesses and industries, labor unions, and the like.

(7) Leadership Training. Many individuals who are potential leaders, both in "grass roots" ethnic communities and institutions of the Southwest, lack knowledge of the techniques

of leadership and the resources available to them. Many young adults, particularly, are motivated now to work at problems of poverty and human relations. They need a source of information and training which IRCS could provide.

The particulars of the organization's structure are problematical and should be carefully discussed by the founders. For many reasons a mass-membership organization might not be wise, but the need may be felt for some sort of "indirect constituency." The Southern Regional Council is a self-perpetuating board of 100 persons chosen from across the whole region. That structure has both advantages and drawbacks.

One solution which has been suggested is to have the policy board, soon after incorporation and periodically thereafter, designate certain organizations and institutions which will be asked to nominate a representative for membership on the Board. The existing Board would then have the alternatives of accepting the individual nominated or requesting another nomination.

By whatever means, it is desirable to secure thoughtful men and women, committed to the purposes of the organization, who will bring to the policy board a wide variety of perspectives and fresh insights.

As for funding, it is expected that the proposed agency could secure foundation grants. Hopefully, foundations within the region, as well as national foundations, could be interested.

Other possibilities would be church denominations, labor unions, corporations, and some individuals. (The SRC is funded about 95% by foundations.) However, because development of programs and negotiation of grant proposals takes time, it would be desirable -- in the interest of rapid formation of the IRCS -- to secure initial, one-time donations from individuals of means or family-run foundations to underwrite the first six months of operation.

The following are rough, minimally adequate budgets for the first six months (the last half of 1968?) and for one year following (1969). They project moderately rapid, but judicious, development. Should special project opportunities arise, or more adequate funding be available, development in 1969 could be much faster, of course. (For example, the budget below for 1969 anticipates only a field director, but more field personnel could be well utilized.)

SIX MONTHS OF 1968

Salaries (Executive Director, Secretary	$10,500.00
Staff Benefits, Moving Expenses	2,000.00
Travel	2,000.00
Rent, Utilities	1,400.00
Supplies, Equipment	2,000.00
Printing, Publication	1,500.00
Telephone, Postage	1,500.00
Meetings, Program Development	800.00
Miscellaneous and Contingencies	800.00
TOTAL	$22,500.00

1969

Salaries (Executive Director, Research Director Field Director, and Two Secretaries)	$51,600.00
Staff Benefits, Moving Expenses	5,000.00
Travel	6,000.00
Rent, Utilities	2,500.00
Supplies, Equipment	2,500.00
Printing, Publication	4,000.00
Telephone, Postage	3,900.00
Meetings, Conferences, Program Development	5,000.00
Miscellaneous and Contingencies	2,500.00
TOTAL	$83,000.00

All of the foregoing is meant to be merely suggestive. None of the specifics outlined should be construed as already determined. This is intended only as a working paper for potential participants in the formation of such an agency.

Seattle, Wash. 3/16/57

FB
Very interesting for
reading aloud JE

I am attaching a report by my Granddaughter, Beatrice M. Branch, 16 years old, on her experience with an American Friends (Quaker) Service group in a continuation of work x previous groupshad done at the Griffin Home for Boys in Seattle, Wash.

As it will help to know about the Griffing Home and what it is and also how the groups are recruited for a better understanding of this report I append the following information.

1. Those ELIGIBLE for the group are college students and/or equivalent.

2. These week end work camps are gatherings of persons interested in each other and in each other's problems and ways of living. They work together and live together developing friendships. learning to do hard work of various kinds, sharing recreation and learning to understand those of different backgrounds. Participants stand for a belief in the essential worth of every individual, and the power of peaceful, constructive approach to resolve tensions between individuals, groups and between nations. Participants may hold any belief even of the greatest divergence. It is totally non sectarian. Each individual simply follows the promptings of his "Inner Light."

3. As this group was to work with TEEN AGE BOYS it was recruited from TEEN AGE YOUNGSTERS in the upper 10 bracket of mental capacity. They came from nearby places and arrived in Seattle with their sleeping bags, blankets and food Friday Evening. They met and proceeded to an Episcopal Church, Renton, Wash. not far from the home where they staid that night. Saturday morning they arrived at the Griffin Home to begin painting 4 room of the Griffin Home at 8 A.M.

4. The Griffin Home was left by Judge Griffin who had been a Juvenile Judge and a small invested fund to help in maintainance for boys from broken homes etc who got into throuble with the law and helped to find foster homes for rehabilitation. The Kingx County and Seattle Council of Churches tookup the slack by organizing what is called Th FRIENDS OF YOUTH now a self perpetuating organization. There are now 9 boys in the home who have been sent there by the present King County Juvenil Judge.

The FRIENDS OF YOUTH is really an interdenominational, non-profit orgazination affiliated as I mentioned with the Washington STATE Council of Churches to aid youths xxx thruout the STATE.

Over half of the children cared for come from broken or UNFIT homes and have no place to go from the Court.

Private foster homes supply these truants with clothing, medical aid care and AFFECTION

5. Beatrice's father, Kenneth G. Branch, is on the American Friends Service COMMITTEE for the Western section of the State of Washington. It is the duty of this Committee to discover projects of the above kind to do what some would call "Missionary" work. However as no mention is ever made of creed or dogma and very seldom "Religion" by participants there is no proselyting or propagandizing of any kind. The effort to LIVE and ACT according to our inner light is sufficient so they feel to set an exmplx example of the "good life."

6. The last project that Beatrice worked on was when whole families helped the Lummi Indians on Puget Sound to build a "LONG" House which was to be used as a Community Center especially by the men and boys of the tribe. Kenneth, his wife Genevieve, Beatrice, Quentin and Courtney spent a whole week of 7 days on that project. And the Indians were very grateful and xxiixxx realized that there are some members of what we call civilized sociaety who cares about their neighbors even tho they are forgotten people.

A.F.S.C. WEEKEND WORKCAMP
AT THE GRIFFIN HOME FOR BOYS
SPONSORED BY THE FRIENDS OF YOUTH

MARCH 5, 1957

THURSDAY NIGHT BILL HANSON CALLED AND ASKED ME IF I WOULD LIKE TO ATTEND A FRIENDS WORK CAMP AT THE GRIFFIN BOY'S HOME. I THOUGHT IT OVER ALL NIGHT. I CAME VERY CLOSE TO NOT GOING. THE ONE THING THAT MADE ME MAKE UP MY MIND WAS A DREAM I HAD THAT NIGHT, OR MAYBE I WAS JUST THINKING WHEN I WAS HALF ASLEEP. I THOUGHT HOW I HAVE ALWAYS SHYED AWAY FROM GOING SOMEWHERE WHEN I WAS THE ONLY ONE I KNEW GOING. I WAS AFRAID THAT I COULD NOT MAKE FRIENDS WITH THE PEOPLE THAT WOULD BE THERE. I KEPT TELLING MYSELF THAT THEY WOULD ALL KNOW EACH OTHER AND WOULDN'T GO MUCH OUT OF THEIR WAY TO KNOW ME. THE MORE I THOUGHT, THE MORE OF A CHALLENGE IT SEEMED TO ME. I WAS GOING TO GO AND MAKE THEM BE MY FRIENDS. IT WAS THE FIRST TIME I ADMITTED TO MYSELF THAT THE REAL REASON I LIKED TO GO PLACES WITH PEOPLE I KNOW WAS BECAUSE I DIDN'T WANT TO GO OUT OF MY WAY TO MEET OTHER PEOPLE. I WAS AFRAID TO.

FRIDAY MORNING DAD CALLED UP BILL HANSON AND MADE THE ARRANGEMENTS FOR SOMEONE TO MEET ME. ALL DURING SCHOOL I WORRIED. I KEPT TELLING MYSELF THAT I WOULDN'T KNOW ANYONE. I KEPT WORRYING ABOUT IT EVEN ON THE FERRY BOAT. THE FIRST TIME I QUIT WORRYING WAS THE MINUTE THE PERSON WHO WAS TO PICK ME UP FOUND ME. HE WAS SO HAPPY I COULDN'T HELP BUT BE; AND THE REAL REASON I HAD COME ALONG WAS TO GET OUT OF MY SHELL, QUIT RELYING ON MY OLD FRIENDS AND MAKE AS MANY NEW ONES AS I COULD. WE TALKED, LAUGHED AND JOKED ALL THE WAY TO KATHY'S HOUSE WHERE WE PICKED HER UP. THEN WE GOT SIDNEY. THE CONVERSATION NEVER LAGGED.

SOON AFTER WE ARRIVED AT ST. LUKES, OUR DESTINATION, THE OTHERS ARRIVED. THERE WERE 10 OF US. WE GOT DINNER READY AND ATE UNTIL 9:00. DISHES WERE SOON DONE AND THE 2 WHO HAD COME ONLY FOR DINNER DEPARTED. AFTER DISHES, WE STARTED A LIVELY DISCUSSION WHICH ENDED AT APPROXIMATELY 1:30 O'CLOCK THE NEXT MORNING.

AS I LAY ON THE HARD FLOOR IN MY SLEEPING BAG, I REALIZED I WAS WRONG WORRYING. IT WAS ALL WASTED. THE GROUP WAS VERY CLOSE. LIKE A BIG FAMILY. THAT NIGHT I WAS HAPPY, EVEN THOUGH THE FLOOR WAS EXTRA HARD. I HAD CONFIDENCE IN MYSELF NOW.

SEVEN THIRTY CAME AT LAST, AND I COULD GET OUT OF THAT HARD BED. AFTER BREAKFAST WE LEFT FOR THE GRIFFIN HOME. SOON AFTER OUR ARRIVAL, WE WERE PUT TO WORK. A FEW MORE WORKERS JOINED US AT THE HOME, SO WE NUMBERED 22 COUNTING THE 9 BOYS WHO LIVED AT THE HOME. WE WORKED SIDE BY SIDE WITH THE BOYS. THEY WERE WONDERFUL. I NEVER HAD SO MUCH FUN WORKING IN ALL MY LIFE, AND I AM SURE NONE OF THEM HAD EITHER.

THESE BOYS WERE VERY GOOD LOOKING WITH NO EXCEPTIONS. THEY WERE JUST LIKE ALL OTHER BOYS I KNOW. HAVING 2 BROTHERS ABOUT THE SAME AGE AS MOST OF THESE BOYS, I KNOW HOW MOST BOYS THINK AND HOW THEY ACT. THESE BOYS WERE SUSPECIOUS AND DREW BACK FOR A LITTLE WHILE, BUT IT WASN'T LONG BEFORE WE WERE JOKING, SHARING PAINT POTS AND SPLASHING PAINT ON EACH OTHER. I COULDN'T HELP BUT LIKE THEM ALL, A LOT. THEY WERE ALL GOOD KIDS. MAYBE ONCE THEY WERE MISLED, BUT I AM SURE THEY ARE HEADED IN THE RIGHT DIRECTION NOW.

A FEW WERE ALWAYS A BID SUSPECIOUS. I HAD THE FEELING THEY THOUGHT WE WERE THERE TO SAVE THEIR SOULS OR SOME SUCH THING. THEY WOULD TRY AND CATCH US BY POPPING SUCH QUESTIONS AT US AS "DID YOU REALLY PAY TO WORK HERE?" "ARE YOU CRAZY WANTING TO WORK ON A SATURDAY?" "COULDN'T YOU FIND ANYTHING BETTER TO DO?" TO THE FIRST QUESTION I ANSWERED "YES." WHEN THEY SAID "WHY?" I TOLD THEM THE TRUTH. THAT I HAD BEEN ASKED TO COME AND THAT MY FATHER WAS ON THE SERVICE COMMITTEE. IT TOOK ME AWHILE AFTER THAT TO CONVINCE THEM THAT MY "OLD MAN" HADN'T MADE ME COME. TO THE SECOND ONE I GAVE A RATHER FLIP ANSWER, AFTER WHICH HE ASSURED ME HE COULD "THINK OF LOTS OF THINGS TO DO BESIDES WORK ON SATURDAYS." THE THIRD QUESTION WASN'T HARD TO ANSWER, BECAUSE THIS WAS ONE OF THE BEST SPENT SATURDAYS I COULD THINK OF.

WE TOOK HALF AN HOUR OFF FOR LUNCH. AFTER LUNCH, MORE QUESTIONS. "AREN'T YOU SOME KIND OF A CHURCH GROUP OR CHARITY ORGANIZATION?" "DO YOU BELIEVE IN JUVENILE DELINQUENTS?" IF YOU THINK THESE ARE ORDINARY, EVERYDAY QUESTIONS, JUST TRY TO ANSWER THEM AND THEN CONVINCE THEM THAT YOU ARE ANSWERING THEM WITH WHAT YOU REALLY BELIEVE. EVEN THEN I OVERHEARD ONE LITTLE REMARK THAT I ALMOST TOOK THEM UP ON BUT CONTROLLED MYSELF. IT WAS "THESE GOODY, GOODY CHURCH PEOPLE.

THANK GOODNESS I WAS INTERESTED IN BASKETBALL. ONE OF THE BOYS THERE, VINCE, WAS ON RENTON'S VARSITY TEAM WHICH WAS TO PLAY WEST HIGH IN THE STATE FINALS. I SOON FOUND HIM FOLLOWING ME. WE TALKED ABOUT BASKETBALL MOSTLY. EVERY SO OFTEN WE TALKED ABOUT SOMETHING ELSE, BUT THE CONVERSATION SOON TURNED BACK TO SCHOOL AND BASKETBALL. I WAS VERY GLAD OF HIS COMPANY. HE WAS A HARD ONE TO MAKE FRIENDS WITH; BUT ONCE THE ICE WAS MELTED, IT NEVER REFROZE. I LEARNED A LOT ABOUT HIM AND SOON LEARNED TO RESPECT HIM.

AT 5 O'CLOCK WE QUIT WORKING. WE HAD PAINTED FOUR ROOMS. THAT WAS A LOT OF WORK WELL DONE, BUT THE BIGGEST ACCOMPLISHMENT WAS THAT WE HAD MADE FRIENDS WITH THE NINE BOYS THAT WERE STAYING AT GRIFFIN HOME. WE HAD HAD FUN AND LOTS OF IT. ALL THE PAINT FIGHTS WERE DONE IN THE BEST OF HUMOR. NO ONE GOT MAD AT ANYONE. I HAVE NEVER SEEN SUCH A HAPPY GROUP OF WORKERS.

AFTER DINNER, NANCY AND I WENT DOWNSTAIRS WITH THE BOYS AND PLAYED POOL. RECORDS WERE PUT ON AND WE WERE TAUGHT BOP AND CHICKEN BETWEEN POOL GAMES. PRETTY SOON OTHERS CAME DOWN, SO NANCY, FOUR BOYS AND MYSELF RETIRED TO A CORNER. WE TALKED. ONE OF THE BOYS WHO WAS VERY ADEPT AT STORY TELLING AMUSED US UNTIL IT WAS TIME TO GO.

DURING ONE OF OUR SERIOUS CONVERSATIONS JERRY TOLD US THAT HE WOULD BE OUT OF THE GRIFFIN HOME IN 20 DAYS. HE WAS VERY HAPPY ABOUT IT, BUT THE THING THAT REALLY MADE ME GLAD WAS WHEN HE SAID, "WHEN I GET OUT OF HERE, I'M GOING STRAIGHT. NO MORE OF THIS MONKEY BUSINESS FOR ME, AND I MEAN IT." SOMEHOW, I COULDN'T HELP BUT BELIEVE HIM.

NINE O'CLOCK CAME, AND WAY TOO SOON AS FAR AS I WAS CONCERNED. AFTER OUR MANY FAREWELLS, WE LEFT.

WE FILLED OUT EVALUATION SHEETS AND HAD MORE DISCUSSIONS UNTIL 12:30. TO OUR GROUP AT THE CHURCH WE HAD ADDED TWO AND LOST TWO, SO WE HAD MORE LIVELY DISCUSSIONS AND WORD THROWING. AT TIME I THOUGHT THE VICTOR WAS THE ONE WHO COULD THROW THEM THE FASTEST.

WE WENT TO BED AT 12:30. NANCY AND I SLEPT IN THE HALL FOR TWO REASONS. FIRST, THE RUG WAS SOFTER; AND, SECOND, WE COULD TALK AND WE DID SO UNTIL 2 SUNDAY MORNING. WE BOTH HAD COME TO LIKE THE BOYS VERY MUCH AND THE MORE WE TALKED ABOUT THEM, THE MORE WE THOUGHT JERRY WAS RIGHT WHEN HE SAID "NONE OF US ARE REALLY BAD. I DON'T EVEN THINK I AM."

MY MAIN PURPOSE IN GOING WAS ACCOMPLISHED. I PROVED TO MYSELF I COULD MAKE FRIENDS IN A STRANGE GROUP. BUT MORE IMPORTANT, I LEARNED SOMETHING THAT I COULDN'T HAVE LEARNED ANYWHERE ELSE. I CAN'T PUT IT IN WORDS EXACTLY. IT'S SOMETHING THAT I KNOW AND FEEL INSIDE ME. IT IS THAT EVERYONE IS BASICALLY GOOD AND WANTS TO BE. ALL PEOPLE ARE BASICALLY THE SAME. AS EMERSON ONCE WROTE, "ALWAYS THE SOUL HEARS AN ADMONITION IN SUCH LINES, LET THE SUBJECT BE WHAT IT MAY. THE SENTIMENT THEY INSTILL IS OF MORE VALUE THAN ANY THOUGHT THEY MAY CONTAIN. TO BELIEVE THAT WHAT IS TRUE FOR YOU IN YOUR PRIVATE HEART IS TRUE FOR ALL MEN--THAT IS GENIUS."

PROPOSAL FOR THE EXTENSION OF THE INTERGROUP EDUCATION PROJECT AND ITS INCLUSION IN THE PROGRAM BUDGET OF THE GENERAL CHURCH.

The 1952 General Convention of the Episcopal Church affirmed by resolution its commitment to the concept of Christ's universal concern for mankind regardless of race or color and articulated the inseparable character of the Christian fellowship within the community of the church. in 1954 the Anglican Congress explicitly condemned the separation of Christians by virtue of race or color and reaffirmed the right of every Christian to the full fellowship and ministration of the church.

In 1955 General Convention meeting in Honolulu hailed as a major step in the direction of equity and justice the decision of the Supreme Court declaring unconstitutional the enforced segregation of the schools. Following General Convention, the National Council of the church adopted the following resolution:

> RESOLVED, The National Council accepts the report on Church reaction to the Supreme Court Decision on Segregation in Public Schools and the guiding statement thereon, prepared by the Division of Christian Citizenship at the request of the Council, and adopted by the Division and the Department of Christian Social Relations, as being in keeping with the spirit and intent of the Resolution of the General Convention of 1952 on justice and equal opportunity.
>
> The Council commends this report and statement for study to all Churchmen, and to such others as may care to take note of it, with the hope that this report of facts and this statement of guiding principles and policies may assist parochial and diocesan authorities in their efforts to promote a wise, wholehearted and genuine realization of the principles set forth by the Court and supported so widely by Churchmen in all parts of the country.
>
> TheTCouncil transmits this report and statement to all bishops of the Church, deans of seminaries, trustees of educational institutions affiliated with the Church, and to diocesan and provincial officers, with the request that they study and act on these documents as they may be led, and that they inform the Council of any use which they may make mx of this document; and it further requests that its Department of Christian Social Relations and Division of Christian Citizenship summarize and report such information to the Council from time to time, and continue to give leadership in this matter.

The Council notes that parochial, diocesan and provincial bodies of the Episcopal Church have already taken positive and supportive action. These actions range all the way from affirmations of general principles, to specific recommendations, to specific acts in crisis situations.

The Council adopts the following passages from the statement of guiding principles presented by the Department and Division:

"The Court's ruling is more than a matter of law and order... it is also a matter of religious faith and democratic principles... for it has to do with the will of God and the welfare and destiny of human beings....Judged in the light of Christian principles...the Court's desicision is just, right and necessary.

"We thank God for the new and rich opportunity for health and healing which the decision has opened up, and for the hope this brings to people all over the world.

"We thank God that so much of the growing support is based on reasoned Christian insight, faith and conviction.

"We thank God also that through His Holy Spirit, He has put it into the hearts of many to undertake voluntarily to remove these barriers between the children of our land. These efforts have demonstrated that the decision is as workable in practice as it is sound in principle. It is true and it works. In the light of these successes, the recognized practical difficulties which still exist may be seen as manageable, when approached by men and women of good will."

With full and sympathetic appreciation of the very real and very great difficulties faced by the Church and Churchmen in many areas, we feel compelled, however, to appeal to Churchmen and others everywhere, to join with all men and women of good will, to realize in the Church and in the community the principles and goals of the Court's decision.

Later the Department of Christian Social Relations, in accordance with the wishes of the National Council, published the pamphlet "Just, Right, and Necessary." This booklet reviewed the church's resolutions and quoted comments concerning the Supreme Court's decree in the nation's press and the statements of various denominations and organizations on national and regional levels. Resolutions and statements from dioceses and provinces of the Episcopal Church were also reported upon.

Subsequent to the declarations various parishes and dioceses have moved in the direction of implementation as circumstances seemed to permit. However, the character of the strategy employed differed in almost each instance and the degree of success attained varied widely.

As resistance developed and became organized in the South, desegregation moved rapidly ahead in such cities as Washington, Baltimore, Louisville and St. Louis. Other border areas witnessed more limited but nevertheless definite success.

The consistent reiterations of the Federal Courts and the rapid march of desegregation in the border states produced increasingly greater defensive reactions in the deep southern states. It became evident quite soon that here a deep gulf was separating the clergy and a small minority of laymen from the rank and file of the laity. Almost unanimously the clergy supported the Church's clear pronouncements on the Supreme Court decision and the rightness of desegregation. The vast majority of the laity either sided with the forces of massive resistance or were silenced by their overwhelmingthreat. As overt violence and covert pressure shocked the nation, various individual clergymen found themselves isolated and exposed as they protested mob action or spoke their conviction in support of moral principle and obedience.

In 1956 the Fund for the Republic awarded a grant of $25,000 to help carry out a project in intergroup education proposed by the Division of Christian Citizenship and endorsed by the National Council, to be carried out under the sponsorship of the Department of Christian Social Relations. This project had as its objective the building of bridges of understanding between the races. In general the work was to be done through conferences, and demonstration areas. This bridge building project was to crystallize and develop along the lines indicated by programs and needs as they were perceived and projected in each diocese or locality, and was not to take the form of a program super-imposed from the national level. In addition to this, the intergroup education project was planned to proceed in accordance with ~~the implications derived from~~ several presuppositions in mind: (1) The problem of the implementation of and the church's adjustment to the principles expressed in the General Convention resolution of 1955 is a national one. Although the intensity and focus of the problem might be different in different areas, nevertheless it remains a national concern. (2) For the purpose of the project, some states and dioceses seemed to reflect too much tension and too little evidence of existing communication to allow for much actual accomplishment, whereas other states and dioceses seemed to be sufficiently free of current manifestations of the problem to make their concern more academic. (3) The problems of implementation and adjustment were deeper than acceptance of law or interpretation of law, but depended ultimately on understanding, trust, and mutual acceptance, which must come through agencies concerned with the development of fellowship and community such as the church.

Under the leadership of the Rt. Rev. William Marmion, bishop of

SouthwesternVirginia, several southern bishops met in Roanoke in 1956 and discussed the proposed project and advanced a number of suggestions and recommendations. Several other less extensive consultations were held, principally with clergymen from the South whose experiences and insights were considered potentially helpful. On January 1, 1957, the Rev. Cornelius C. Tarplee was appointed to the positionof coordinator of the project and became an associate secretary in the Division of Christian Citizenship, and to work under that Division with an Advisory Committee made up of Mrs. Clifford Cowin; the Rt. Revs. William Marmion and Lauriston Scaife, and the Rev. Dr. Moran Weston. The following accomplishments have been reported:

I An intensive field survey was initiated and completed, with the following results:

A. Bishops, presbyters and lay leaders in twenty-six dioceses were interviewed in regard to the nature of the interracial situation locally, their analysis of the Church's relation to it in that area, what was being done and what was needed to be done.

B. Each leader was asked to indicate what the national church project could do to help and suggestions were made for consideration.

C. From the point of view of the project, the consultations themselves proved valuable in motivating analyses, diagnosis and action.

D. The interviews and survey provided opportunity for describing the project and enlisting the concern and counsel of each bishop.

E. Directions and areas of possible future development were revealed.

F. Educational needs began to emerge and provided general background data to be used as a guide in planning conferences.

G. Potential demonstration opportunities presented themselves.

H. The procedures and insights of various localities were shared as far as possible without betraying confidences.

I. The results of the survey provided the data in an initial report, for the presentation of a picture of the situation as the church confronted it in 1957 for the consideration of the Division of Christian Citizenship.

II Visits to special tension areas in Mississippi, Alabama, Georgia, South Carolina, and Virginia, and discussions there with the clergy

o of the Episcopal Church aimed at the following results:

A. The giving of fellowship and support to the often hard pressed local clergymen.

B. The sharing of insights and proeedures gathered elsewhere for use in the present situation where adaptable.

C. The collection of data gained in such learning experiences for the use of others in similar situations.

D. Such visits were intended to provide in each instance a picture of the whole national development and some interpretation so that the clergy would thereby be helped in assessing their own situations in total perspective.

III The Coordinator attended the meetings of the Consultative Conference on Desegregation. This group, under the joint Chairmanship of Dr. Eugene Carson Blake, the Very Rev. Maurice V. Shean and Rabbi Abraham J. Feldman, is made up of representation from 32

agencies among which are the Methodists, Presbyterians (U.S. and U.S.A.), Quakers, Protestant Episcopalians, Southern Baptists and Union of Hebrew Congregations, as well as such groups as the Y.M.C.A.,Y.W.C.A., B'nai Brith, United Church Women, National Council of Churches, etc. This provided a witness as to the concern of the Episcopal Church among other groups dedicated to Peace, justice and brotherhood. Attendance at these meetings also provided information as to strategy and activities far enough in advance so that church leaders could be informed early and be prepared to meet the developments creatively.

IV. The coordinator also attended the inter-agency conferences of representatives of various groups interested in developing admirable race relations in the South. These meetings are usually held in Atlanta. The same values as noted above in attending the C.C.D. meetings, were realized to an even greater degree since so many of the developments could be observed first hand as they took place in the South.

V. The coordinator assisted the Department of Christian Social Relations in the preparation and plans of some study courses and in the evaluation of materials, pamphlets, films and a film strip script, submitted to it for consideration. The intergroup education project was inaugurated too late to be of substantial help in the production of The Churchman Looks at Race, a National Council Study Guide.

VI. Visits to seminaries (a project which is just developing) provided opportunity to discuss in small groups and in an off-the-record manner the actual situation as the theological students will soon encounter it. This affords an opportunity to relate

theory to current history in this area of need.

VII The coordinator accepted leadership assignments in order to enlist more people in the task of seeking new and better ways of opening channels of communication across racial lines.

VIII Several conferences, both local and general in their scope, were planned and promoted in cooperation with others.

A. A conference of the clergy of the city of Syracuse was held in that city under the leadership of the Rt. Rev. Malcolm Peabody, bishop of the Diocese of Central New York. The coordinator assisted in the planning, observing and summarizing of the conference. The discussion at this conference led to a decision in race relations practice in Syracuse which within a year or two can probably demonstrate what can be done in church administration in developing a truly inclusive church situation.

B. Following the interdenominational conference in Nashville, Tennessee on Christian Faith and Human Relations April 23-25, the Rev. Das Kelly Barnett and the intergroup education coordinator jointly sponsored the Episcopal Conference on a Christian Strategy for Race Relations, on April 25, 1957. This conference, building upon the inspiration and resources of the conference just concluded, provided for analysis, planning and diagnosis in 17 dioceses in the South. Although encountering many of the difficulties to be expected when pioneering in such endeavors, this conference produced gratifying results. (1) Thirty-five clergy and laymen joined in the deliberations and pooled their knowledge and experience. (2) A summary of proceedings and findings was pre-

pared and distributed. (3) Suggestions and recommendations were incorporated into the summary report and several have been included in the plans of this prospectus. (4) The largest group of churchmen from any one denomination attended the previous conference as a result of the stimulus provided in this manner. (5) Areas of both progress and need were revealed.

C. A conference is now being planned for twenty Southern clergy to meet in New York to hold a three day seminar with churchmen of national prominence in race relations activities.

D. Another conference of nationally prominent churchmen, especially laymen, is projected to inquire into the questions: (1) What do we consider the duty and responsibility of the church in these times? (2) What special duties rest upon me in the racial crisis because of my Christian vocation? and (3) What general strategy should the church adopt?

THE SITUATION TODAY

Most people feel that the forthright declaration of the U.S. Supreme Court, its subsequent decisions and the undeviating support by the lower courts have sounded the death knell of segregation. Economic developments; the patience, courage and perseverance of 16,000,000 Negroes; the world situation; college trained leaders in the Negro population increasing each year by many thousands and the transient nature of the Twentieth century population all lend ever increasing strength to the march of integration.

However, great pressures produce great counter pressures. Caught between titanic forces the populace especially in the south has manifested hysteria and demonic reaction which has in many places all but smothered communication, distorted reason and inspired hatred and violence. The emotional climate of interior America is today almost paralyzing some areas. A vicious circle emerges in the form of these tensions which produce fear and resentment which in turn magnify the tensions.

To ignore the negativities implicit in the situation is to invite the stagnation ofthe process of desegregation which otherwise seems inevitable, although costly. To abandon the field in favor of the exclusive use of direct force promises fantastic costs in physical and spiritual suffering as well as in the crippling of priceless institutions -- the school and even the church itself.

The church has long since manifested its concern and its sense of vocation. It has been seeking to supply guidance and leadership dedicated to the vitiation of those conflicts which sustain the emotional climate inimical to peace and social healing.

By April 1957 in Americus, Georgia, the people of the Koinonia farm community had experienced over eighteen potentially murderous attacks. Since then there have been more. Negro leaders in Alabama recently counted twenty-six lethal attacks upon their people which have not been reported in the press. Scores in Alabama and elsewhere have been reported. From the bombing of a Nashville school to the beating of a minister, violent acts parade across the moments of our national life. The church is a bulwark against lawlessness and disorder. It is on the most basically acceptable premises when it marshalls its forces to speak out in defanse of law and order. Veterans in the field of human relations clearly perceive that those segregationists who decry violence but blame it falsely upon those who are seeking justice are the real culprits whose false witness incites more violence and provides a cover of false justification for further cruelties. The churches of our land have traditionally exposed the evil of false witness. It would seem to be our task to find ways of exercising this virtue more effectively in our day.

In spite of clear pronouncements by nearly every recognized religious body in this country,there is an appreciable segment of our population which seems to assume that segregation and integration are alternatively tenable positions tolerant to Christian tradition. Others insist that the issue is neither moral nor religious, but "political" and practical. Still others actually proclaim that segregation is the clear will of God whereas integration is the evil spawn of humanist and communit inspired degeneracy.

These positions are supported by fantastically applied Biblical misinterpretations, brands of anthropology both scientifically and

theologically revolting, a conception of the church which eliminates it almost entirely fromany resemblance to the Body of Christ and a distortion of God's law so pagan as to make both tradition and revelation seem a waste of God's time and a vanity for humankind. These doctrinal errors are unfortunately not noticeable rarer within the discipline and worship of the Episcopal church than in any of our sister communions.

It has been said that the greatest obstacle to the missionary efforts in Africa is not the success of Islam and its preponderate numbers in that part of the world, but the negative witness in race relations in our own life. The colored people of Asia cannot but be similarly impressed. Such domestic displays of injustice and resistance to law and order as we are witnessing in every greater frequency not only inhibit world evangelism but weaken our claim that our nation is the international champion of freedom and justice in the struggle against Communism. If, as we proclaim, the church is a bulwark against Communism, we are committed on still another front -- one in which mankind's existence might well be at stake.

Finally the church must face in these years two great questions which as yet have hardly moved to the center of the stage but are looming with ominous demand. First is the question of the Negro ministry. Is the church seeking to enlist a Negro priesthood, or is it calling Negroes to the priesthood of the church? This question must be answered in fact and not in theory or wishfully before a realistic proportion of Negro leadership presents itself as hearing the church's call to the ordained life.

Secondly, as one by one the barriers of separation and discrimination

are torn down in the face of hateful ~~inx~~ resistance and gradually the public schools of America come to experience racial democracy, will our private schools be the last to offer refuge for the children of segregationists and another bastion in the ramparts of white supremacy?

The well being and perhaps the meaningful existence of the church depends not only upon the final answers, but also upon the means by which these questions are answered. Neither the solution of these problems nor the church's leadership in the direction of law and order nor guidance toward commitment to good doctrine will be accomplished by pronouncement or by authoritarian fiat. Only by patient give and take at the conference table, by daring and resourceful leadership, by careful planning, by consultation with experts, by the sharing of experience, by informed as well as dedicated preaching, by teamwork and by a careful husbanding of resources, can we hope to meet the demands which history places upon God's church in these days.

REASONS FOR CONTINUATION OF THE INTERGROUP EDUCATION PROJECT

I The church has reiterated that racial segregation with its manifold evils of discrimination, exploitation, prejudice and other destructive practices, is basically contrary to the Gospel of Jesus Christ. It is abundantly clear that one of the great social concerns of our Church today is the matter of race relations. One project dedicated solely to this purpose seems to be a minimal necessity.

II The concrete evidences of the church's serious intent to implement the 1955 General Convention's resolution in regard to race relations like similar activities in regard to other resolutions, is necessary to emphasize the gravity and importance of General Convention pronouncements.

III The Episcopal Church resolutions cited above can be of full effect only if determined leadership on the part of the national church follows up the resolutionby providing leadership, coordination, and education in the Church's own implementation and witness.

IV Seventy thousand Negro communicants are depending upon the church for guidance and leadership but they are also looking to the church to help bring them to the status of manhood in the eyes of their fellow men.

V Ten percent of our nation's population is today Negro. To evangelize these people in any effective and challenging manner requires that the church stand forthrightly behind her resolved principles. The quiescent or segregated church is today the chief obstacle to our carrying out our greatest domestic missionary responsibility.

VI The many agencies working today in the interests of human justice and brotherhood look to the churches for representation, counsel, and support. Effective liaison with these agencies is a vital necessity.

VII The fast moving events of today require that any parish or diocese seeking to provide creative leadership expecially in tension areas, must be prepared in advance to take effective action that will be creative and not hastily conceived and impulsively executed.

VIII Church people, clergy and laity, who are striving to present an effective witness in keeping with the church's resolutions, need resources, fellowship, communication, and information for their protection, morale, and effectiveness. They cannot long survive on isolated cultural islands.

IX The departments and the divisions of the National Council need access to wide resources and a constant flow of information if they are to plan their programs to provide effective education and action in their area.

X The complicated and subtle mamifications of the problem of race relations as they are currently manifested, require on the spot observation, constant study, a collection of data over a wide period and alertness to quickly changing trends and patterns.

WHAT THE INTERGROUP EDUCATION PROJECT SHOULD DO

I Provide liaison with the agencies working the field of human relations through participation in the deliberations of the Consultative Conference on Desegregation. This liaison should be extended also to continue representation to the meetings of the interagency conferences held usually in Atlanta, in which the representatives of the member agencies of the C.C.D. active in the South convene approximately quarterly to consider the problems especially confronting the south. This liaison should in our estimation provide the following functions and develop them more fully:

A. Provide the active cooperation and fellowship of the Protestant Episcopal Church with other concerned denomination and agencies.

B. Provide to such organizations information about the contribution which the Episcopal Church is making in the interests of broad coordination.

C. Provide to parishes, dioceses and provinces as well as to the divisions and departments of National Council, information concerning the philosophy, aims and accomplishments of the agencies, individually and corporately.

D. Make readily available to the church the best of the plentiful and resourceful literature and films provided by organizations.

E. Bring Church leaders on both general and local levels into more contact with expert leaders representing the groups in their area.

F. Assist the church in calling on the large reservoir of experts in public relations, human relations and similar fields whose consultative held is available from other members of the C.C.D.

II To provide a listening post and a resource for information in regard to developments in race relations.

III To serve in a consultative capacity for any agency or locality of the church upon request.

IV To help train leaders and to provide them with resources for the conduct of conferences and discussions.

V To promote conferences leading to greater communication and understanding between races in cooperation with the other divisions and departments of National Council and other agencies of the Church.

VI To provide for the seminaries where requested, current data as a supplement to the academic resources already at hand.

VII To provide fellowship and moral support to those church leaders who in tension areas are sometimes isolated and under criticism and even attack because of their sincere effort to reflect the church's commitment. (This task is conceived of not as a substitute for the pastoral ministrations of the bishop. Neither is it conceived of as an advisory relationship in which action would be urged or suggested. The support would be consultative in its nature, aiming to provide help in assessing the situation, diagnosing the problem and provide information as to courses of action found helpful in similar situations. The local leader and his bishop would then articulate the church's local response to the situation upon their initiative)

VIII Produce and display an exhibit for conventions, at church synods, diocesan gathering, citizenship conference, inter-racial meetings. (This exhibit to be carefully produced under the guidance of a panel of experts and reviewed by a board of advisers, chiefly bishops)

IX Provide for an interneship in human relations via NAIRO (National Association of Intergroup Relations officials. This organization, through a series of foundation grants, conducts a program of in-service training on a partnership basis with participating agencies.)

WHAT THE PROJeCT SHOULD NOT DO

I The intergroup education project should not initiate local campaigns in behalf of desegregation.

II Its leadership should avoid chairing any local conferences in which strategy and action are to be decided upon. This does not mean that conferences dealing with the general human relations training and the church's general principle in regard to race relations should not be led by intergroup education leadership where it is invited.

III It should not engage in public debate or other controversy with leadership of resistance groups.

IV It should not be concerned with policy making, but rather should interpret policy already clearly enunciated by the church.

PROCEDURE

The procedure which is proposed for the continuation of the intergroup education project is basically similar to that which has been carried out in its initial period. Three factors will influence the changes and additions to the course of activities which are planned. They are:

1. General familiarity with the development in race relations highlight areas of greater promise and others of lesser promise, indicating a shifting of effort in various regions and activities.
2. Developments in the overall situation will demand attention in different quarters, i.e., the march of actual integration following court orders will call for more conferences in order to develop team work and resources for dealing with emotional reactions, thus helping to achieve law and order and to assist in dealing creatively with the problems of racial prejudice and provincial resentment.
3. The foundations which have been laid by the work so far initiated will provide a base upon which new activities can be constructed.

A basic help can now be inaugurated in a confidential report in the form of a letter to designated church leaders. This report would contain: (1) a description of procedures and methods used by church leaders in various problem situations which seemed to prove helpful; (2) reports as to developments in various areas as they are studied

by the Consultative Conference on Desegregation together with that group's plans of procedure and recommendations; (3) short interpretations from the point of view of churchmen who are experts in that area in regard to racist propaganda, legal issues and strategies of various agencies such as the Urban League; (4) news which is minimized or ignored by the press but known to our allied agencies, and (5) announcements of books and films as they are available for research, study and discussion.

Another much needed activity which is now deemed possible and necessary is the preparation of an exhibit to be displayed at conventions, synods, diocesan study groups, etc. This display is projected as one which utilizes the Bible, Prayer Book, hymnal, canons and official resolutions of the church. It is proposed that the exhibit be artistically done in a professional manner and that it be produced after a committee composed of outstanding theologians, lawyers, sociologists, psychologists and human relations experts have reached general consensus on its basic soundness. This committee would first of all be selected by a board of bishops or other church leaders selected by the presiding bishop with the assistance of the Department of Christian Social relations and the Committee on Racial Minorities.

A third proposal is that the project appoint a young and concerned churchman to be trained in cooperation with the National Association of Intergroup Relations Officials in the field of human relations. (This project is now underway under the auspices of NAIRO with fifteen notable agencies participating) This will provide for expert resources and experienced oversight in service training proceeds and will place

in the fields trained assistant at a very modest cost, due to NAIRO's generous subsidization program.

The project would, in addition to these three new activities, continue the following:

1. Be represented at all CCD and related meetings insofar as possible.
2. Plan and conduct at least two general conferences per year on race relations, national in scope, and intended to supply training and resources for the leadership of from ten to twenty regional conferences per year in cooperation with local diocesan or provincial leaders.
3. Visit for at least two days each seminary in the church, upon invitation to meet with faculties and seminarians, preferably in small, off-the-record discussions of the church and race.
4. Conduct an annual field survey in the following two groups of dioceses:

A.
1. New York
2. Albany
3. Central New York
4. Rochester
5. Western New York
6. Michigan
7. Chicago
8. Missouri
9. Ohio
10. Southern Ohio
11. Arkansas
12. Dallas
13. West Texas
14. Oklahoma
15. Kentucky
16. Lexington
17. Tennessee
18. South Florida
19. North Carolina
20. Virginia
21. Southwestern Virginia
22. Delaware
23. Washington
24. Massachusetts

B.
1. Florida
2. Georgia
3. Atlanta
4. South Carolina
5. Upper South Carolina
6. Eastern North Carolina
7. Western North Carolina
8. Southern Virginia
9. Alabama
10. Mississippi
11. Louisiana
12. Texas

In both of these groups of dioceses interviews would be held with bishops, chairmen of Departments of Christian Social Relations and other church leaders as possible and feasible. The aim of the consultation in each instance would be to (1) discuss the local situation and attendant problems, (2) describe and report on the intergroup project. (3) enlarge acquaintance with leaders in that area (4) Collect data containing facts, insights, recital of current happenings and other pertinent information useful for compilation or sharing with others.

In Group A dioceses, efforts would be made to call upon the familiarity of local leaders with the situation in order that demonstration projects might be initiated by parishes or dioceses assisted by the intergroup education project. In Group B the emphasis would tend more toward the basic activities and with a general effort to provide support in these areas of GREATER tensions.

5. Attend all interdenominational conferences pertaining to race relations and help promote attendance on the part of Episcopalians.
6. Attend all national and other top level conferences and conventions of the Urban League, the NAACP and other agencies as invited and lend the support of interest, observe, and evaluate via the confidential letter mentioned above. (These groups would certainly value comment and suggestion sent to them by the National Council through such a known representative as the intergroups education project).
7. Evaluate and promote the use of new literature and films concerned with race relations wherever valuable.
8. Assist departments, divisions and agencies of the church in

planning programs having to do with race relations as called upon.

9. Provide leadership in conferences on race relations as needed in: Woman's Auxiliary groups, Men's groups, Young Peoples Conferences, college groups, etc.

10. Report at least semi-annually to the National Council through the Division of Christian Citizenship as to (a) activities of the project, (b) interpretation and analysis of the situation, (c) future strategies and developments appearing likely in the process of desegregation.

BUDGET

The following tentative annual budget is proposed as minimal to the project:

Salary of Coordinator	$ 6,500.
Housing	1,825.
Pension Premium	1,190.
Travel	5,000.
Secretary	2,400.
Office Equipment	750.
Telephone	600.
Postage and supplies	335.
Office rent	600.
Literature and films	1,200.
Production of exhibit	2,000.
Transportation of exhibit	1,000.
Space rental for exhibit	500.
Internship	2,500.
Conferences	8,000.
Demonstration	3,000.
CONTINGENT	100.
	$ 37,500.00

See International Independence Institute

October 18, 1967

Mr. Shimon Gottschalk
International Independence Institute
Exeter,
New Hampshire

Dear Shimon:

Thank you very much for the report on SWAFCA. It is the best summary I have seen.

John Lewis is now at work for us and I am sharing this with him.

Last week in New York I had occasion to describe somewhat your operation to John Simon, Director of the Taconic Foundation. He was very interested, and asked that I send him a copy of the brochure you left with me. We cannot come up with it, so I trust you will have no objection to our passing on to him a copy of your field report.

Best.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

November 14, 1967

Mr. Robert Swann
The International Foundation for
Independence, Inc.
78 Front Street
Exeter, New Hampshire

file

Dear Mr. Swann:

I trust you have worked out satisfactorily the continued financial arrangement with SWAFCA. If we can be of any further assistance, please let us know.

I trust also that you understand how important this assistance was. Had not the International Foundation for Independence provided this loan, it is very likely that SWAFCA would never have come into being -- in any significant sense.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

J L
MJ - file

INTERNATIONAL INDEPENDENCE INSTITUTE

INCORPORATED

RESEARCH AND TRAINING IN THE FINANCING OF VILLAGE AND COUNTRY DEVELOPMENT

EXETER, NEW HAMPSHIRE, U. S. A.

See

November 17, 1967

Mr. Paul Anthony
Southern Regional Council
4 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Paul:

Thank you so much for your encouraging note of October 18.

I am, of course, very glad that you shared the SWAFCA report with John Simon of the Taconic Foundation. Enclosed is another copy of the report, and also several more IFI brocures, in order that you may have them available for your reference.

This coming weekend Bob Zevin, Bob Swann and I will be meeting in order to review the current situation in relation to SWAFCA. We are very much concerned about the fact that the $25,000 note has not been repaid, and that, in fact, we have received nothing from them in writing whatsoever. There have been some telephone conversations with Calvin Orsborn, but, up to the present, we have postponed any hard decisions. We will most certainly keep you informed.

Talk

Best wishes.

Sincerely,

Shimon Gottshalk

SG:rc

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INTERNATIONAL INDEPENDENCE INSTITUTE
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RESEARCH AND TRAINING IN THE FINANCING OF VILLAGE AND COUNTRY DEVELOPMENT
EXETER, NEW HAMPSHIRE, U. S. A.

SOUTHWEST ALABAMA FARMERS COOPERATIVE

SELMA, ALABAMA

A FIELD REPORT

BY

SHIMON GOTTSCHALK

SEPTEMBER 15, 1967

INTRODUCTION

This report on the current status and program of the Southwest Alabama Farmers Cooperative (SWAFCA) is being transmitted to the Board of Trustees of the International Independence Institute (III) in the hope that it may be of guidance to them in making recommendations concerning the advisability of additional investments in this rural development project.

The International Foundation for Independence (IFI) made a six month loan of $25,000, at 6 %, to SWAFCA on April 27, 1967, under an arrangement whereby Mr. Robert Zevin, a member of the Board of Trustees of the III, would hold a note from SWAFCA. The purpose of this loan was to provide initial funding for the Co-op, primarily for the purchase of seed and fertilizer. Whereas to date IFI has received no official request from the president of SWAFCA concerning the renewal of all or part of this note, nor a request for additional funds exceeding this amount, it appears correct to assume that such a request will be forthcoming in the near future.

This report is based upon a four-day field visit conducted by Mr. Shimon Gottshalk, Secretary of the III, during the latter part of August, 1967. It makes no attempt to repeat data contained in the application for an OEO grant made by SWAFCA in the spring on 1967. Neither will this report attempt to justify the existence of SWAFCA as an experiment in rural renaissance in the Black Belt of Alabama. This report is concerned not with goals but with accomplishments to date; it is concerned with empirical facts, rather than with theoretical speculations.

HISTORY

The history of SWAFCA begins with the voter registration drives of 1964 and 1965, and the famous Selma to Montgomery march. This massive civil rights demonstration on the part of the Negro majority in the Black Belt not only sparked national concern for the plight of the poor, disenfranchised farmer, but, more important, created the kind of confidence within these people which made self-help efforts, such as SWAFCA, possible. Some of the organizers of the voter registration drive remained behind and began to extend their interests to areas of economic concern. With the assistance of the Sharecroppers Fund, the Southern Regional Council, the Cooperative League, the Southern Christian Leadership Conference, the Alabama Council on Human Relations and many other groups and individuals, the plan for a farmers cooperative gradually took shape. SWAFCA was formally incorporated on March 22, 1967 in Dallas County, Alabama.

During the initial stages of development, the staff of SWAFCA consisted primarily of volunteers, and of individuals who were on the payroll of other organizations. Efforts to receive an OEO grant were initiated long before the time of incorporation. Similarly, efforts to discourage or inhibit the development of a poor farmers cooperative were evident from the very beginning. White power interests, which have consciously and premeditatively been attempting to drive the poor black farmer out of the Southland into the city, the large landholder and the political boss all, very correctly, saw a threat to their vital interests in the event that SWAFCA would succeed. This struggle continues to the present day, and may be expected to last for a long time to come.

With the initial loan of $25,000 from the IFI, the Co-op was able to purchase seed and fertilizer, which, in turn, it sold to the farmers on credit. Whereas most of the farmer-members continued to grow corn and cotton, as in previous years, many were induced to plant cucumbers, peas and okra for the commercial market. With the assistance of agronomists and marketing experts, it was determined that profits per acre on vegetables could be significantly higher than those gained from cotton. The cucumbers have now been harvested and - not without opposition - sold at a reasonable price.

Okra was being harvested in August. Whereas the original plan contemplated the planting of peas in the latter part of August and early September, due to adverse weather conditions this plan is not being carried out.

The OEO grant for $399,967 was approved after much difficulty, over the veto of Governor Wallace. The first monies became available around August 1, 1967. During the month of August, staff was being interviewed and hired for the positions outlined in the OEO application. Some of these positions were filled by individuals who had been working for SWAFCA for an extended period of time without salary, in the hope that the grant would come through. In August, SWAFCA moved its office from Griffin Avenue to 1315B Jefferson Davis Avenue in Selma. This address is the same as the cotton gin owned by Mr. Calvin Osborn, the business manager of the co-op.

To date, the farmers have benefited from SWAFCA to the extent that they have been able to purchase fertilizer not only cheaper, by seven or eight dollars per ton, but also without a burdensome interest rate. They have received better prices on their vegetables than in previous years. However, this has been a poor cotton year, so that in all likelihood the farmers' net gains will not be significant. It has been a summer of heavy and incessant rain.

Between June 7 and August 20, 1967, 929,510 pounds of produce were sold by the co-op. An additional 66,780 were lost through spoilage or rejected by the market. The co-op, not the farmer, has had to absorb the loses. During this period, total purchases from farmers amounted to $36,981.30; total sales to the market, to $46,458.42. Whereas there appears to be a profit of $9,477.12, from this must be deducted the cost of transportation, of grading, loading, etc. In effect, the co-op manager estimated the total current operating deficit to be approximately $6,000. This deficit would be greater if the cost of technical personnel, of administration and management were fully charged against the operations of the co-op, instead of having been provided by volunteers or of being paid by OEO. This deficit may be attributed variously, to waste, to spoilage, inexperience, insufficient volume, and to poor weather.

ADMINISTRATION

The Board of Directors of SWAFCA, consisting of twenty members, two from each of the participating counties, meets bi-weekly. The Executive Board, consisting of only the officers and top staff, meets on the alternate weeks. The Board is composed entirely of low income farmers, who have been elected or selected to represent the farmers of their counties. The President, Mr. Joseph Johnson, and other officers were elected by the Board from among its membership. Theoretically, each of the ten counties has its own local administrative boards. These local boards make decisions that effect their own area, and review applications for co-op membership from their counties. It appears that in most cases the county organizations have been weak. Perhaps, as soon as field staff has been placed in each of the counties, this situation will be strengthened. Such staff is only now beginning to become available.

The membership of SWAFCA stands somewhere between 700 and 800 families. A precise count was not available. Membership is not evenly distributed among the ten counties. It should be noted that some of the farmers live as much as 100 miles or more from the co-op headquarters in Selma.

STAFF

As indicated above, until recently the staff of SWAFCA consisted entirely either of volunteers or of individuals employed by other organizations. During the latter part of August, 1967, the staff of SWAFCA included the following:

Co-op Director (Mr. Calvin Osborne) - a local businessman, owner of a cotton gin in Selma. Has total administrative responsibility for SWAFCA.

Marketing Expert (Mr. Ben Fink) - an experienced businessman who has been brought to Selma to serve as coordinator of all marketing efforts for SWAFCA. Arrenges for the sale of all produce and develops markets.

Agronomist (Dr. Asa Simms) - a professor of plant pathology from Southern University, Louisiana, who has served as consultant to SWAFCA since the early Spring and has been working full time throughout the summer. In

the fall he will be returning to the University and will have to be replaced. He will be available for consultation only. Dr. Simms is currently training seven field specialists. These men will serve as agricultural consultants. Their duties will include enrolling additional members in the co-op and working to strengthen the county organizations.

Comptroller - A new man who was hired during the middle of August.

In addition to the above there are several secretaries, yard men who assist in grading and loading, and others. The farmer liason workers who will be working with the field specialists will not be on salary. It is anticipated, according to the OEO plan, that there will be three additional field specialists, ten in all, an associate co-op manager, an administrative assistant, as well as a co-op education specialist. Nearly all of the above named staff will be paid with OEO funds.

There are three "co-ordinators", who are not officially on the staff of SWAFCA. These individuals, Mr. Louis Black, Mr. Albert Turner and Miss Shirley Mesher meet with the board, though they are not board members. In a sense, they function as resident consultants. All three played a major role in creating SWAFCA, and all three are aware of the fact that now they must begin to ease themselves out. Mr. Black is on the staff of the Alabama Council on Human Relations; Mr. Turner is on the staff of SCLC. Miss Mesher is a civil rights worker from the west coast who has volunteered her time and talents.

FINANCIAL OPERATION

The only available summary of the financial operations is included in the appendix to this report. It should be taken into account that until recently, SWAFCA did not have a comptroller. Assurances have been given that henceforth there will be monthly financial reports from SWAFCA and that these will be available to interested parties. The records of individual farmers and their debts are being carefully maintained. On the other hand, to date no summary statement has been prepared of the total debts outstanding or of repayments made. The co-op manager indicated that as of several weeks ago, fifty per cent of the farmers' return from produce sent to market by the co-op has been withheld and credited toward the repayment of outstanding debts. Mr. Osborne guessed that this year many farmers will not be able to repay their total debt due to the fact

that this has been such a poor cotton year.

The clerk who keeps the books on individual farmers' accounts suggested that the average debt is approximately $100.00, and the maximum single indebtedness, approximately $500.00. As of August 20, 1967, SWAFCA had 364 active accounts, as follows:

Choctaw County	34
Dallas County	89
Greene County	57
Hale County	21
Lowndes County	0
Marengo County	15
Monroe County	20
Perry County	81
Sumter County	32
Bilcox County	15
	364

The above figures are unofficial. It is of interest to note that only approximately half of the members of SWAFCA are currently indebted to the co-op.

FACILITIES

The central headquarters of SWAFCA, including offices and sheds, are located in Selma. One of the major handicaps under which SWAFCA suffers is that it does not have sheds in each of the counties. The provision of such collection points is essential to the attainment of greater efficiency. SWAFCA hopes to be able to establish such sheds in the near future. The OEO grant provides for the purchase of ten small trucks which may be used for collection and commutation purposes. These trucks will be operated by the field specialists and/or the liason men.

The offices of SWAFCA are still in the process of being organized. Telephones have not yet been installed, and much of the equipment has not yet arrived. All of these matters were awaiting the availability of OEO funds. As indicated above, the records of SWAFCA are not complete. In addition to financial records, the files contain information on each member family, which is a potential mine of information for research. It is to be hoped that as soon as the offices are properly organized, and a full staff complement hired, that much of this information can be retrieved and made available for the better assessment of the success of this project.

COOPERATING ORGANIZATIONS

Many organizations have assisted in the establishment and in the guidance of this experimental project. The Southern Christian Leadership Conference has been working in this area for many years, and, as noted above, has a full time worker serving SWAFCA almost exclusively. Similarly, the Alabama Council on Human Relations, has what amounts to a full time worker with SWAFCA. The Co-op League has been providing consultation. Mr. Merlin Miller, the newly appointed Atlanta based Southern Regional Representative of the Co-op League indicated that he would continue to offer help whenever possible. His major interests and energies, however, are currently concentrated in an experimental project in South Carolina. The United States Department of Agriculture's local staff has given only minimal assistance, whereas some of the Southern agricultural colleges have done only slightly better. USDA's Washington office has offered some direct assistance. The role of OEO has been sufficiently described elsewhere. The Southern Regional Council, with headquarters in Atlanta, has given much guidance, encouragement and some political support. Similarly, the Sharecroppers Fund has assisted in getting the grant through Washington, and has provided some field supervision. The new Southeast Regional Director of the Sharecroppers Fund in Atlanta, Mr. Leonard Smith, has a strong interest in this project.

Each of these organizations appears to have been helping SWAFCA independently; it can hardly be said that they have coordinated their efforts, or that one of these organizations has assumed prime responsibility. Eventually the Federation of Southern Cooperatives, which is currently being organized by Mr. Al Ulmer, formerly of the Southern Regional Council, will be in a position to give important support to SWAFCA. There are many other organizations and individuals who have worked for the strengthening of SEAFCA, including, of course, the III and the IFI. A total list is impossible and appears unnecessary to include in the present report.

PROBLEM AREAS

The OEO Grant

While at first glance it may appear strange that a $400,000 grant from the Office of Economic Opportunity should be considered a problem area, to the members of the Board of the III and to others who are knowledgeable in the field of social welfare this will not be a suprise. This artificial infusion of capital enables SWAFCA to fly, before it has properly learned how to walk. It makes the building of support from the bottom up a much more difficult task. The technical experts and administrative personnel that are being hired now, will not be available after the grant expires. Thereafter, SWAFCA will not be able to carry such a large overhead. For this reason the additional inputs that have been made available as a result of OEO money must, both in theory and plan, be phased out, before they are fully phased in. While there is some awareness of this in the grant proposal itself, and while the staff of SWAFCA and the Board are also conscious of it, in practical terms, it will be very difficult in a year, or even two years from now, for them to be prepared to face the new realities.

Planning Needs

SWAFCA is young; to date it has lived from crisis to crisis. It has had neither the time nor the staff to do the necessary long range planning. The co-op cannot afford to allow this situation to continue. Several areas of planning are indicated.

a) In order to get the highest prices for crops, the marketing expert must be in a position to anticipate the harvest. Long range agricultural planning is essential to economic viability.

b) A plan must be made for the development of membership. When SWAFCA begins to deal in large volume, it will begin to be of significant economic benefit to its members.

c) In the absence of a specific capital development plan for SWAFCA and an estimate of the anticipated financial needs of member farmers, it will be difficult for a funding organization, such as IFI, to make available additional loan funds. The absence of long range planning and the lack of adequate records are, of course, closely related.

Staff and Board - Roles and Relationships

The Board of Directors of SWAFCA, consisting of poor farmers, does not lack wisdom, but rather experience. It has not yet learned to distinguish between the important and the trivial; it is unfamiliar with the functions of committies; it knows little about the delegation of responsibility and the most effective utilization of staff. The picture is further confused by the presence of three "coordinators", who are neither staff nor Board, and yet consciously or otherwise retain a high level of authority. Organizationally and administratively this creates a very difficult situation.

Community Relations

The very esistence and growth of SWAFCA constitutes a threat to established interests in Southwest Alabama. Many actions have been taken by individuals and institutions to make life as difficult as possible for the young co-op. But the members of SWAFCA are confident that they will overcome these obstacles without hate or rancor. In the long run they know that they must build a new life together with their neighbors. The very fact of this awareness among these poorest of poor farmers points to a crucial difference between race relations in the rural South and in the urban North.

RECOMMENDATIONS

1. Prior to the investment of any new funds on the part of IFI in SWAFCA, the following additional information should be requested:

a) An audited current financial statement.

b) A program and development plan and budget for crop year 1968.

c) An agreement to utilize new capital only in accordance with the principles established by the III prospectus.

Mr. Robert Swann, Field Director of III, should make a trip to Selma, Alabama, in about three months, in order that he may assist in the implementation of these recommendations.

2. In cooperation with other interested agencies, such as the Southern Regional Council, the National Sharecroppers Fund, the SCLC and others, every effort should be made to strengthen the co-op manager, Mr. Calvin Osborne, in the carrying out of his responsibilities. He is an experienced businessman, but is not a trained co-op manager. The Board of Directors of SWAFCA should be urged to begin phasing out the three coordinaters.

3. The proposed training program of III might best serve the needs of the "liason men", who will be working with the field specialists. It is recommended that at least some of the members of the faculty for the proposed seminar be drawn from southwest Alabama.

APPENDIX A

SOUTHWEST ALABAMA FARMER'S CO-OP ASSOCIATION
SELMA, ALABAMA

SUMMARY OF RECEIPTS AND DISBURSEMENTS
1/10/67 to 7/18/67

	Debit	Credit
City National Bank	$ 4,826.21	
Selma National Bank	5,547.64	
Organization Account		$ 4,151.49
Transportation	1,416.80	
Office Supplies	466.54	
Miscellaneous	76.62	
Telephone and Telegraph	1,139.81	
Legal - Corporation Papers	26.50	
Dues		286.00
Loans Payable		52,842.50
Refunds		50.49
Fertilizer - Purchase	35,494.54	
- Sales		9,965.76
Seed - Purchase	2,461.25	
-Sales		242.50
Produce - Purchase	25,386.85	
-Sales		21,913.31
Labor	10,854.29	
Lease of Equipment	775.00	
Utility Deposit	300.00	
Supplies	670.00	
Rent	10.00	
	$89,452.05	$89,452.05

* Submitted by SWAFCA manager

Appendix B

LIST OF PERSONS INTERVIEWED IN CONNECTION WITH THE REPORT

Mr. Paul Anthony, Director, Southern Regional Council, 5 Forsyth Street, Atlanta. telephone: 404-522-8765

Mrs. Fay Bennett, National Director of National Sharecroppers Fund, 112 East 19th Street, New York, New York. telephone: 212-473-0284.

Mr. Louis Black, SWAFCA Coordinator, on the payroll of the Alabama Council of Human Relations. home telephone: 205-624-7118.

Mr. Ben Fink, Marketing expert, SWAFCA.

Mr. Joseph Johnson, President, SWAFCA

Miss Shirley Mesher, coordinator, SWAFCA.

Mr. Merlin Miller, Southeast Regional Director, Cooperative League, 5 Forsyth Street, Atlanta. telephone: 445-523-0245

Mrs. Juanita Nelson, 3810 Hamilton Avenue, Philadelphia. former SWAFCA volunteer. telephone: 215-386-5134.

Mr. Wally Nelson, same as above.

Mr. Calvin Osborne, manager, SWAFCA.

Dr. Asa Simms, Jr.; Consultant agronomist for SWAFCA, Box 9709, Southern University, Baton Rouge, La.

Mr. Leonard Smith, Southeast Regional Director, National Sharecroppers Fund, 5 Forsyth Street, Atlanta

Mr. Albert Turner, coordinator, SWAFCA, on the staff of the Southern Christian Leadership Conference.

Miss Kathie Veit, 802 First Avenue, Selma Alabama. telephone: 205-87-5562. Research worker on the Southern Rural Research Project which is being conducted under the direction of Don Jelineck.

Mr. Jac Wasserman, until recently Southeast Regional Director, Sharecroppers Fund, 36 East Drive, N.E., Atlanta. telephone: 404-237-1968. (by tel. only)

Miss Joan Wolffsheimer, on the staff of National Sharecroppers Fund, New York.

Many SWAFCA members, employees and board members.

OTHER RELATED INDIVIDUALS NOT REACHED ON THIS TRIP

Father John Crowley, a staunch supporter of SWAFCA, Selma, Alabama. telephone: 205-872-2359 or 205-874-5991.

Mr. Carl Dietrich, U. S. Dept. of Agriculture, Washington, D. C.

Mr. William Harrison, Alabama Council on Human Relations.

Mr. Don Jelineck, Attorney, Southern Rural Research Project, 802 First Avenue, Selma, Alabama. telephone: 205-872-5562.

Mr. Norman Kirkland, Citizens Crusade Against Poverty, 2027 Massachusetts Avenue, Washington, D.C.

Dr. Mu Li, Lowndes County, Camden, Alabama.

Mr. Arnold Mayer, Legislative Representative, Amalgamated Meat Cutters and Butchers Workmen AFL-CIO, 100 Indiana Avenue, N.W., Washington, D. C. telephone: 202-457-1207. home telephone: 363-6347

Mr. James Mays, 2243B Whitefield Mill Road, Jackson, Mississippi. telephone: 601-352-7948. staff member of Sharecroppers Fund, Nat.

Mr. Gary Piper; Sharecroppers Fund, New York, Nat. office.

Mr. Ken Smith, Attorney for SWAFCA, Birmingham, Alabama.

Mr. Al Ulmer, Vilas, North Carolina.

International Independence Institute
Robert Swann, Field Director
R F D 1 Box 197 B
Voluntown, Conn. 06384

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PLANNING AND POLICIES

1968 - 1969

INTERNATIONAL INDEPENDENCE INSTITUTE

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INDEPENDENCE FOR MEN EVERYWHERE

THRU ECONOMIC EDUCATION AND ITS

CREATIVE APPLICATION

INTERNATIONAL INDEPENDENCE INSTITUTE, Inc.

I. Purpose

The goal of the International Independence Institute (I.I.I.) is to help create in the underdeveloped, primarily rural, areas of the world conditions which will bring about a rejuvenation of economic and social life in non-urban locations.

To achieve this goal, the implementation of certain key ideas, primarily involving creative uses of economic instruments, will be sought through education.

The central concept behind the Institute is that concern for the individual, the family, and the community should be the first priority of those organizations dealing with the economic development of underdeveloped regions. Schemes based on the assumption that efficiency of production must take precedence over human values are bound to fail, because they do not get to the heart of the human problems or the population problem.

The urban areas of the world are incapable of indefinitely absorbing an increasing number of people without also increasing unemployment, crime, water and air pollution, traffic and other already critical problems of urban life. Programs for rural renaissance are essential to help reverse the flow of migration to the cities.

The National Advisory Commission appointed by President Johnson to study economic conditions in rural America, headed by Gov. Edward Breathitt of Kentucky, reported in 1967 that

> "...urban riots have their roots in rural poverty, because a high proportion of the desperate people crowded into city slums are refugees from even worse rural slums... One person in eight is poor in the cities, but one in four in the countryside."

The Commission estimates that there are almost 14 million poor people in the rural United States.

II. Key Ideas

A. Credit, or the availability of credit, not technology, is the primary force in development.

Technology actually follows credit. Certain technologies will develop and others will wither, depending on the availability of credit. Development goes where credit goes. For example, the greatest development of modern technology, our military hardware, has been made possible only by money being constantly made available for it. Military hardware and other large scale industrial technology is developed at the cost of not developing other intermediate technologies, which might be of direct value to the rural dweller and small farmer in the underdeveloped areas of the world.

The rural poor, in the South American Pampas or the cotton fields of Alabama, are forced to suffer the burdens of a vast technology which at once deprives them of their meager livelihood, while offering its benefits only to those who can afford them.

B. The world can best be divided into developed and underdeveloped areas, not into developed and underdeveloped countries.

Nearly every country has its ultramodern cities and its backward, rural areas. Again and again it has been witnessed that in underdeveloped areas, credit is not available to the small producer except at exorbitant rates of interest. Some producers pay as high as 80%, 100%, or more, even in the rural areas of the Southern United States where State laws allegedly prohibit such usurious rates. There racism contributes by preventing Negro small producers from operating at their potential levels of efficiency. Neither the Farm Home Administration nor the Rural Extension Service of the Department of Agriculture serve the really small farmer effectively, nor does either agency serve the Negro farmer adequately.

C. Short-term loans to small producers constitute a sound and reasonable investment, as has been indicated by many studies in the field, such as those conducted on a worldwide basis by the FAO. (*)

Such capital is usually not available - except at exorbitant interest rates - not only because of racial prejudice, but also because of the inherent difficulty and cost of making relatively small short-term loans, rather than large, long-term ones. This is a very important problem, but one which the Institute believes can be overcome through the availability of trained credit supervision specialists and field workers.

(*) Simon Williams, Harvard Business Review, Nov./Dec. 1966: "Experience in many countries with directed and supervised credit is proving that small farmers will repay loans promptly and fully, and that in the great majority of cases, no other security than trust, and potential for increased production and income is required to insure repayment of loans by small farmers."

D. Credit, when made available to small farmers and producers, must be carefully supervised.

Investments should be made in the light of plans which have been developed in accordance with the generally accepted principles of community development. Decentralization of decision-making and local planning are an essential part of the creation of rural renaissance. The involvement of low income families in the process of initiating plans for the development of their own institutions is the essence of rural revitalization. Emphasis, therefore, should be placed on the development of cooperatives, credit unions, land trusts, etc., where democratic participation and values can grow. Intermediate technologies such as those advocated by the British economist E.F. Schumacher hold the most hope for the small producer, who must begin to improve his methods---starting where he is, building one step at a time.

E. Land ownership and control must lie in local hands.

Land reform is essential in many of the underdeveloped areas of the world. But where land reform has taken place, when it was not accompanied by the availability of production credit to farmers, the farmers had to re-mortgage their land to obtain fertilizer and seed, and thus have again become dependent upon their former landlords. By contrast, in Japan, where land reform after World War II was accompanied by an increase in available credit, small producers using supervised credit have given evidence of the success that might be realized elsewhere.

F. Gifts or grants of assistance (domestic or foreign) for purposes of development are inadequate, because they forestall the growth of the infrastructures necessary for permanent economic independence.

In other words, not only does outright charity have a debilitating effect upon the dignity and morale of its recipients, but it serves only as a palliative, and can have little effect upon the essential re-structuring of economic relationships.

III. Role and Functions of the Institute

Although significant private capital resources exist, both in the developed areas and even in the underdeveloped ones, these resources have not been channelled into the kind of programs needed to achieve rural renaissance, primarily because the human resources necessary have not been available. The Institute proposes to make funding programs possible by providing the trained supervisors and field-workers that are essential.

The major function of the Institute is to assist in establishing field training programs on the local level for the benefit of individuals involved in rural renaissance projects. For example, working with universities and colleges, the Institute plans a curriculum for training regional field organizers who, in turn, participate in setting up permanent regional institutes for the training of local personnel.

The Institute does basic research necessary to carry out the key ideas. In this connection, it has worked with lawyers, economists, bankers, voluntary agencies, church and mission organizations and many others.

Among other functions of the Institute are the following:

1) Public education concerning the key ideas underlying rural renaissance and the progress that has been made toward their implementation in programs of various types in all sections of the world.

2) Providing encouragement and assistance in the establishment of pilot programs.

3) Publishing a regular Bulletin; theoretical, background and research papers.

4) Establishing and maintaining a reference library.

5) Sponsoring conferences relating to the revitalization of non-urban living.

6) Identifying new opportunities for field programs and referral to the proper organizations for their consideration.

IV. Immediate Objectives

Root causes of urban crises are not in the U.S. cities---but in the rural South. A multiplicity of agencies, public and private, are dealing with the problem in the cities. Insufficient activity is directed at the rural roots of this massive problem, which will affect American life everywhere.

The Institute is currently concentrating its activities in the establishment of pilot projects in the U.S. South which will provide viable tests of creative new economic methods.

Dealing with the urban problems, while essential, is nontheless treating only symptoms. It is the Institute's policy to bring all its energies and abilities to bear on imaginatively but practically attacking the causes of the nation's present crisis.

V. Experience

A successful project creatively utilizing economic techniques in which the Institute played a key role is the highly publicised Southwest Alabama Farmers Cooperative Association (SWAFCA).

A report prepared for the Federal Government describes SWAFCA:

"SWAFCA is a cooperative of poor farmers, mostly Negro, in ten counties of the Alabama "black belt" (Lowndes, Dallas, Perry, Hale, Green, Sumter, Marengo, Choctaw, Wilcox and Monroe). The average family income of its members is less than $1,500 a year.

"SWAFCA was formed towards the end of 1966, as a desperate response to the economic and social forces that have driven many poor farmers out of the area in a disastrous migration to urban slums (around 20% during a recent five year period alone). These forces are all too familiar throughout the South: a backward one-crop agriculture, preserved into modern times by the abuses of debt peonage, absentee landlordism and share cropping; a class of poorly-educated small farmers, pressed by forces they have not been taught to comprehend; the economic upheaval caused by competition from more progressive parts of the country (e.g. Western cotton growers), and compounded by the side effects of cotton acreage restrictions.

"Large farmers have been able to increase yields almost as fast as acreage was cut; poor farmers have not had the skill, access to technical advice, working capital and equipment to follow suit. Nor do poor farmers have enough land or equipment to engage in extensive agriculture. Nor - until the advent of SWAFCA - did they have any practical means to diversify into other intensive crops. And if they had, there would not have been markets available to them. So poor farmers were gradually squeezed off their land, or off land they had share-cropped for generations, or off plantations they had served for wages since the days of slavery.

"Encouraged by a small group of civil rights "agitators", some of the poor Negroes of the "black belt" made one last effort to keep their rural homes. They formed the "Southwest Alabama Farmers' Cooperative Association", and began to try to put their idle land and labor into the growing of vegetables.

"Reprisals came quickly. Some of the farmers had been growing pickling cucumbers and Southern peas for Alabama processing plants; processors cut off their purchase from members of the cooperative. Fertilizer, previously bought from an all-white cooperative (*) mixing plant, became unavailable to Negroes. Lime trucks suddenly ceased to deliver lime to members of the cooperative. Truckers hired by SWAFCA were halted by police for alleged traffic violations, and a number became too frightened to continue to serve the cooperative. The local telephone company tried to charge $700 for the installation of a few telephones. A bitter campaign against SWAFCA was conducted by local political figures and information media. Many subtle and not-so-subtle pressures of the rural South were mobilized to discourage farmers from joining.

(*) The few original Negro members had been eliminated as soon as the cooperative paid off its initial capital loan from Federal Government sources.

"Despite these pressures, SWAFCA's members stood fast and more farmers joined. The price of cucumbers and Southern peas rose, for members and non-members alike (though non-members continued to complain of short-weighting and short-grading). New distant fresh markets were found for okra; previously the local market had been swamped whenever a few pickup truckloads were delivered.

"When important financial and moral support came from OEO, it began to be clear to all that SWAFCA was there to stay. The campaign against it has now died down, and there are even some signs of willingness of some parts of the "power structure" to cooperate."

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The Institute received the following letter from SWAFCA:

Mr. Robert Swann,
Field Director,
International Independence Institute
Voluntown, Conn.

Dear Mr. Swann,

We are writing to express our appreciation to the International Foundation for Independence. We are greatful for the help you have given the Southwest Alabama Farmers Co-op. Association.

Through our financial struggle, you helped us to purchase fertilizer and seed, making it possible to begin growing vegetable crops in this area of the South.

In March 1967, we contacted your organization for some financial assistance. On April 4, 1967, we received a check in the amount of $25,000.00 from the International Foundation for Independence. Through this assistance the Co-Op was able to purchase seed and fertilizer for the farmers until their crops are sold.

The Southwest Alabama Farmers Cooperative Association consist of the following ten (10) counties: Lowndes, Hale, Dallas, Greene, Marengo, Sumter, Perry, Choctaw, Wilcox and Monroe. In these ten counties, we have some of the poorest people in this nation. They are poor mainly because the system is so designed to keep them in an impoverished condition.

The International Foundation for Independence came to the rescue of 600 organizing farmers. To explain in detail, we were able with your assistance, to let the farmers from this ten county area have 600 tons of fertilizer, and 6 tons of seed. In Greene county alone we credit the farmers $2,500. In Dallas county, $7,500, and in Perry county $5,600. This is just to point out a few of the counties we were able to assist.

One main point I would like to bring to your mind: the cooperative have saved the farmers as much as $10.00 per ton on their fertilizer this year. The farmers have also purchased seed at a lower price. The poor people for the first time in the history of the Black Belt of Alabama have

(Letter from SWAFCA - cont'd)

been able to purchase their fertilizer and seed together. This gave them one or two advantages they had never experienced before.
1. It gave the farmers an opportunity to manage their own operation, and make decisions. The main thing has been the education aspect of the project. These people are beginning to understand the marketing process and the advantages of doing business through a cooperative venture. They have also developed a tie that brings them closer together and the realization of one anothers problems.

Again we are expressing our gratitude to you and the organization which you represent. If we had not secured your aid and assistance 600 farmers in the State of Alabama would have been without fertilizer or seed to plant a crop.

These 600 farmers affect the lives of many more people. Each of these farmers have families ranging from 5 to 12 in each family. The work of the International Foundation for Independence is one that cannot be overlooked when it comes to shaping this true American way that is set out for the people that survive in this country.

We hope for the International Foundation for Independence a long life in helping to bring out the true philosophy of the founding fathers of this country.

Sincerely yours,

/s/ Joe Johnson, Pres.

/s/ Lewis Black, Coordinator
Southwest Ala. Farmers
Cooperative Association

- - - - - -

(Note: Mr. Shimon Gottschalk, member of the Board of Directors of the I.I.I., and planning director of the Rhose Island Council on Community Services, made a visit in August, 1967, to Southwest Alabama, and at the suggestion of SWAFCA board members made a number of suggestions to help strengthen the SWAFCA organization.)

VI. Projects in Progress

A. At present the Institute is working on the design of a Land Trust program for the U.S. South, which, if successful, could become the equivalent in importance of the Jewish National Fund in the development of Israel.

Drawing on the experience of the Institute's members, such as Dr. Ralph Borsodi who designed such a Trust in Suffern, New York, and in consultation with members of the Jewish National Fund, as well as legal consultation with several lawyers, including the firm of Delson & Gordon, New York, designers of the Mutual Real Estate Investment Trust, the Institute is developing a specific plan for 900 acres of farm land in Southwest Alabama. Unlike the Jewish National Fund, which has relied entirely on donations, the Institute's Land Trust Plan is designed to attract both donations and investments. Once established, the usefulness of such a plan would, similarly to the Jewish National Fund, include the following features:

1) insure that those who actually work the soil remain on the soil if they wish, and cannot be dispossessed or cast into any form of debt peonage through a system of mortgage or credit strangulation.

2) land speculation which forces up land values and all other prices without returning any value to the community, can be ended or at least strongly inhibited.

3) create an ongoing experienced body or legal entity (Land Trust) which can act as a channel for both donations and investment funds now and in the future as more land becomes available for those without land. It could also act as receiver of land for redistribution should the Federal Government be persuaded to seriously entertain a land reform.

This program originated in part as a result of the SWAFCA program. Individuals and organizations involved in helping set up this program in the South include: Lewis Black, Rural Advancement Project of the Alabama Council on Human Relations; Mildred Black of the Southern Cooperative Development Program; Donald Jelinek, Southern Rural Research Project; Albert Turner, Southern Christian Leadership Conference; James Wood, Southern Regional Council; Connie Burro and Winnifred Green, American Friends Service Committee.

B. Closely related to this program for a Land Trust is a program for low-cost self-help housing in the rural South. Acting on a consulting basis with the National Sharecroppers Fund, Robert Swann, of the Institute, and Tom Karter, formerly head of Title III (OEO), have developed an initial prospectus for Rural Housing Development Corporations in the Rural South.

Building on the experience gained (and now coordinated by the International Self-Help Housing Association) throughout the world in self-help housing, this program is aimed primarily at creating a new approach and, hopefully, a breakthrough in financing self-help housing. It is aimed at the problem created by the fact that at the present time virtually the only agencies involved in financing low-cost housing are the OEO and FHA (Farm Home Adm.) . However, the poor are caught in the squeeze between the OEO's mandate to "furnish technical assistance only to self-help programs that have the assurance of mortgage financing before construction--in other words,

to families who are likely to be eligible for loans from FHA or other mortgage sources", and FHA's requirements which are usually too high to reach the rural poor.

A full prospectus on this will be available shortly and will be sent on request.

VII. Plan of Action

A specific goal for 1968 is the establishment of three Land trusts.

Locations in which preliminary work is underway are Berks County, Georgia; the area surrounding Albany, Georgia; and Sumter County, Alabama.

Associates and personnel of the Institute have made a close study of both the successes and failures, here and abroad, of past projects,---- and some had personal experiences with them----such as the Gramdan Movement in India; the Jewish National Fund in the U.S.A. and Israel; the School of Living in Suffern, New York; and the Quaker community in Bryn Gweled, Pennsylvania. These experiences are providing sound guidance for the organization of Land Trusts.

To add to the fund of knowledge required for the projects, and to provide contacts in the local communities, the Institute is working closely with such organizations as the Southern Regional Council, the National Sharecroppers Fund and its Rural Advancement Program, and the Southern Federation of Cooperatives.

In developing Land Trusts, the Institute acts as catalyst in the organizational and supervisory functions. These functions include, although they are not necessarily to be performed by the Institute: finding and procuring land, making feasibility studies, enlisting and screening families, designing and constructing housing and construction supervision, ascertaining sources of financing, and in general supervising the establishment of a viable organizational structure for the Trusts. Local desires and conditions are being given priority consideration.

Rural poverty presents a paradox to the sharecropper and landless farmer in the South where the rich soil around him represents the potential for an adequate livelihood, but which is denied him because the land and the means of production are unavailable to him. The successful establishment of three Trusts this year will provide a pattern of operation which will enable the Institute to accelerate activities in future years.

VIII. Operations

International Independence Institute is chartered by the State of New Hampshire as a non-profit educational corporation. The Internal Revenue Service has granted it tax deductible status under section 170, 2106, 2205, and 2522 of the Internal Revenue Code.

For headquarters, I.I.I.'s choice has fallen on Exeter, N.H., where, as a coordinating center, research can be carried on in proximity to the Greater Boston, New England, and New York-Northeastern university complexes. Meetings of its directors, and conferences and seminars with advisors and field personnel will benefit from the educational atmosphere created for the town by the Phillips Exeter Academy.

While the I.I.I. headquarters serves as a support base, the field personnel spend most of their time in the rural South.

Board of Directors

Stanley Andrews	Alamo, Texas	farmer; first director of US overseas aid programs
Ed Cohen	Princeton, N.J.	Dept. of Education, State of New Jersey
Richard Dewey	Durham, N.H.	professor of sociology, University of New Hampshire
Shimon Gottschalk	Providence, R.I.	planning director of R.I. Council of Community Services
Miriam Jackson	Epping, N.H.	public relations
Gordon Lameyer	Exeter, N.H.	educator
Devi Prasad	Enfield, Middlesex, England	executive secretary, War Resistors International
Jean Rau	Stratham, N.H.	geologist
Porter Sargent	Boston, Mass.	publisher
Robert Swann	Voluntown, Conn.	architect and builder
Jerry Voorhis	Chicago, Ill	former congressman; retired executive director Cooperative League of U.S.A.

Staff

Field Director:	Robert Swann
Field Representatives:	Al Ulmer - Vilas, N.C.
	John Lewis - Atlanta, Ga.
Research Director:	Ralph Borsodi, economist
Community Planner:	Richard Dewey, Ph.D., sociologist
Social Planner:	Shimon Gottschalk, MSW
Communication Planner:	Patrick Jackson, PRSA
Business Manager:	Erick Hansch
Legal Counsel:	Eugene Struckhoff, Esq., of Orr and Reno, Concord, N.H.
Public Relations Counsel:	Jackson, Jackson & Wagner

January 7, 1970

Mr. Robert Swann
International Independence Institute, Inc.
Voluntown, Connecticut 06384

Dear Bob:

Please forgive me this delay in responding to your letter. However, I did, on the day I received it, talk with Lennard Smith and I trust he has passed on my response.

Thanks to the new tax law and its restrictions on foundations and tax-exempt agencies, we are very uncertain of our income for the year, even for commitments already made. The Ford Foundation, for instance, will be some weeks withmaking any payments to us for programs currently in operation, and we may lose about one-third of all funds committed to us for this year. Under these circumstances, I am sure you can understand that we simply cannot act on anything where expenditures are involved until we know more.

I will be back in touch with you after the situation changes.

On this happy note, Happy New Year.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

International Independence Institute, inc.

Voluntown, Conn., 06384, U.S.A.

December 24, 1969

Paul Anthony
Southern Regional Council
5 Forsythe St.
Atlanta, Georgia

Dear Paul,

This is a progress report on New Communities Inc. to bring you up to date. The most important information is that on Dec. 11, N.C.I. closed on 947 acres of land in Lee County and now holds title to this land subject to a 40 years mortgage at 5% interest which is held by the former owner. The land was bought for $265.00 per acre and is contiguous to the 4800 acre tract which we are still hoping to secure.

On that tract we have obtained the help of the Sam Wyly Foundation which has offered to put up $300,000.00 of collateral stock as a means of obtaining both an additional $400,000.00 (making a total of $800,000.00) of mortgage money from Prudential Life Insurence Co. and additional loan money at no interest from a consortium of individual investors who are willing to take the higher risks because of the social investment concerned. In addition to the private investors the Episcopal Church is lending $50,000.00 (on a co-signed note by the Presbyterian Synod of Georgia and South Carolina and New Communities Inc.), and, of course, the National Sharecroppers Fund has already put $50,000.00 down. The Sam Wyly Foundation will hold the title, with a renewable option to N.C.I. at no additional cost. We may still need some addtional underwriting from some philanthropic source. However, this would be at the lower end of the risk scale and next to Prudential, the safest risk. If this is needed I will let you know on the chance you might be able to help. All of this must be negotiated and the settlement made by Jan. 9, which doesn't give us much time, but I am hopeful it will be completed.

This is still a long ways from ownership of the land, but it will be a major step in that direction. Meanwhile, we have interested a number of Foundations which have indicated a willingness to come in when the title can be aquired by N.C.I.. I have outlined this in the enclosed memo to the N.C.I. fund raising committee, along with the various routes which we can take toward total fund raising, including building of houses, etc.

At the local level, an organization is being developed with the O.E.O. $98,000.00 planning grant. Five community organizers are at work in nine counties on a full time basis and a full time director and bookeeper-secretary are working with the experts and consulting firms to complete the planning process by the end of March. A first phase report of this planning process has been completed and the second phase underway. (If you haven't seen the first phase report, Leonard Smith can lend you his copy). Near the end of the second phase we intend to use the "Charette" process which is a fancy name for putting the "experts" and the community people into an intensive confrontation

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International Independence Institute, inc.

Voluntown, Conn., 06384, U.S.A.

for a period of several days - up to two weeks. At the end of this period plans should be shaping into some real form and initial work on the 947-acres should get underway. No one is expecting to be able to do a great deal this year (1979) in terms of large scale farming or building houses, but at least a beginning of experimental farming on the 947-acres should be started and and certainly a great many people are involved and looking hopefully towards the future of what N.C.I. can be.

We have raised over $30,000.00 of gift money, plus about $6,000.00 of soft loan funds to cover expenses. Of the total, over $19,000.00 has been invested in the 947 acre tract and the rest has all been consumed by expenses, including the cost of a survey of 500 families.

None of the O.E.O. money can be used except for allocations as specified, which means the local office and organizers, plus the cost of the consulting firm - a $50,000.00 contract.

Finally, this means that about $12 - 15,000.00, not including survey costs, (Leonard Smith can give you a more accurate figure) has been used for organizational expenses, and at the moment N.C.I. doesn't have any funds, having taken the last $9,000.00 out of the account to complete the 947-acre purchase.

Could the Southern Regional Council advance a sum of $2,000.00 in order to cover immediate expenses needed for the next period? During this period, as you can see from the enclosed propasal to the N.C.I. fund raising committee, we expect to set up a more systematic approach to fund raising.

Sincerely yours,

Bob S.

Robert Swann

RS/sl

cc: Leonard Smith

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New Communities, Inc.
Voluntown, Conn. 06384

December 2, 1969

To: Members of N.C.I. Finance Committee

From: Robert Swann

The generous offer of the WYLY Foundation to use their securities as collateral to insure loans from Prudential Insurance Co. and church (or other) funds should make it possible to secure the Featherfield Farm for at least another year for N.C.I. It should also make it possible to initiate a farm program next year based on the results of the feasibility studies and the desires of local people who will be involved in this part of the development. Decisions on the farm program must be made within the next month or so in order to allow sufficient time for preparation before planting season starts.

However, as important as this step is for N.C.I., it does not mean that the title to the land will be held in N.C.I.'s name, nor that we can relax in our efforts to raise funds to secure the title and reduce the cost of the mortgage held by Prudential. In fact, OEO has made it clear that it is not likely to fund the CDC unless the title to the land is either in N.C.I.'s name or the CDC itself. This gives us until next March perhaps to accomplish this task. We do not know the exact cost of the mortgage payments yet, since these will depend on negotiations on the exact interest rate to be charged (John McClaughry is hoping to negotiate a 7% interest rate rather than the current 8½ or 9%). In any case the total annual mortgage cost (principal and interest) on the 4800 acres will be around $90,000, and to this must be added the probability of interest due on church- or other funds for the remaining $280,000 not covered by the first mortgage. This may cost an additional $10,000 or more. Furthermore, we must anticipate the payments due on the 947-acre piece (assuming we find the $20,000 needed to complete the down payment by December 13). This payment will be $16,000 for the first year. Finally, in order to secure the title of Featherfield Farm, we will have to raise at least the amount of $280,000 to pay off the church funds,

and probably more before the Wyly Foundation is willing to release the title. Against this need for funds, we should have some income from the farm (both farms). At present, the income from the Featherfield Farm is $48,000 according to Mr. McKinney, but we may be able to increase it somewhat. However, we cannot do this at the expense of exploiting the people who work on the farm. Therefore, we must expect that we will have to raise virtually all of the funds needed the first year:

(4800 acres) First Mortgage (principal and interest)	$90,000	(approximately)
(947 acres) First Mortgage (principal and interest)	$16,000	
Repayment on loans	$280,000	
Interest on $280,000	$ 10,000	
	$396,000	
Administrative and other costs not provided by OEO	$ 20,000	(estimated)
Total funds needed for 1970	$416,000	

There are, at least, three different approaches to how we can raise this money; none of them are mutually exclusive and probably all should be tried simultaneously.

(1) Gift or Grant Money.

We are already on the threshold of several major grants, including a Ford Foundation grant of between $75 - $100,000; a grant from the Irvib-Sweeney Miller Foundation, and several church or church related grants. My proposal is that we get an agreement from the Wyly Foundation, that if we can put together a package of a total of $250,000 to $300,000 from these other sources, the Wyly Foundation will grant us the remaining amount to make up the $280,000 total of equity money required and turn over the title to N.C.I.

According to knowledgeable opinion in Washington, we cannot expect to

be able to use OEO-funds for purchasing of land. The CDC can reasonably expect, however, to use OEO-funds for such equity investments as purchase of equipment and other capital needs. This would reduce the cost of the loans to buy such equipment and leave more surplus from farming operations to be applied on the repayment of the mortgage, although this may not take effect during the first year. For example, if tractors and other farm equipment are purchased with OEO-funds, then the decreased cost of the farm program can help yield higher payments for the first five years in order to repay the mortgage more quickly. Another example: if a small factory or processing plant is set up with OEO-funds, the lease on the land will also enable the mortgage to be repaid.

Finally we should take the opportunity provided by this arrangement to set up a systematic approach to gift fund raising on a broad scale. This is what Leonard Smith has been advocating, but because of the pressures to initiate the planning, etc., we have not taken sufficient time to prepare. This type of fund raising breaks down into two types: a) Foundations, churches, etc., with large tax-deductible funds, and b) broad appeals to small givers through mailings, speaking tours, etc.

I propose that we consult with professional fund raisers and that with their help (perhaps hiring one of them on a percentage basis?) we plan a systematic campaign to start as early as possible next year. We will need to allocate funds to pay for the cost of this campaign.

(2) Long-range no-interest or low-interest, unsecured Loan Funds from Churches or Individual Sources.

I propose that we ask Bob Potter or anyone willing to help us design a New Communities bond or debenture which we can sell to churches, foundations, individuals, unions, etc., as a social investment. This bond would ideally carry no interest or low interest, and would not be redeemable for 5 - 10 years. It could also be sold to the mutual fund for minority or social

enterprises" which Bob Potter and others are helping set up. The advantage of this type of loan over other type loans, aside from the no (or low) interest feature, is that it does not require yearly payments for at least five years, and thus permits time for the enterprise to take root and generate the potential which we all believe it has. Further, since it is not a lien against any particular piece of land or property it permits flexibility in its use: That is, it can be used to repay other types of debt such as a mortgage, to purchase equipment, to provide for development costs on the land, etc. ---in other words, for whatever is needed and not available from grant money. We could virtually use an unlimited amount of this kind of money since we could pay off the entire mortgage ($800,000 at 7%), and also could use it to build houses, community center, industry, health center, or the beginning of a new project somewhere else.

(3) Low-cost Mortgage Money.

The lowest cost mortgage money available is under the 236 FHA housing programs for cooperatives. On low cost housing (including the land on which houses are built) this money is available at 1%, and 100% financing (no money down). Payments on this kind of money are over a 40-year period, which means the monthly cost is kept to a minimum. It has two major difficulties: 1) it takes a long time to secure (from the time of submission of application to FHA, at least 6 months and probably one year or longer; 2) it takes a lot of know-how and political finesse to get through FHA, especially the Atlanta office which is notoriously conservative.

My proposal is that since we are going to need housing anyway, and since it costs very little to submit an initial request to FHA, we submit the request as soon as possible in order to allow for all the time period required. This does <u>not</u> commit us to follow any specific plan, but merely to register our intent to submit a formal application as soon as the planning

process can be completed.This will help initiate the process and prevent us from losing precious time in getting started on housing.

I would further propose that we invite one or more of the Foundation for Cooperative Housing field representatives to our next board meeting to have them explain their service and role in developing cooperative housing. It is my opinion that we need their services and know-how, especially in relation to getting a project through FHA. The cost of their services are contingent upon getting FHA approval and are paid for out of the mortgage money on the housing project. I should emphasize one other point: working with FCH does not change our planning procedure in any way ~~in-any-way~~, but would add ~~add~~ another important resource---the planning experience of FCH. Further, it does not commit us to any particular approach to an individual house. For example, it does not rule out self-help or individual approaches to design. Its primary advantage is that it will give us maximum leverage with FHA to get the lowest possible cost on housing. Houses (without self-help) can be built with monthly payments as low as $25 under this method. I know of no other means by which we can secure such low-cost terms.

If approximately 300 - 400 acres are set aside for the development of the first 200-300 family homes over a period of 1 - 3 years, then during this period, based on the "sale" of the property to the Cooperative Housing Corporation which would be established, N.C.I. could hope to realize around $500 - $1,000 (or more) per acre on the FHA-insured 1% mortgage. These funds could be used to pay off the higher-interest Prudential mortgage.

PP

I propose that the fund raising committee meet before the next board meeting, and I assume the next board meeting will come before December 27th---probably between the 17th and 20th(?).

InternationalSelf-HelpHousingAssociation

Suite 903 Dupont Circle Building, 1346 Connecticut Avenue NW, Washington, D.C. 20036 | phone (202) 659-1680

Executive Director
Clay L. Cochran

February 13, 1969

Mr. Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

We are very glad to have you as a member of the Conference Working Committee, for the National Rural Housing Conference to be held at Airlie House near Warrenton, Virginia, June 9-13, 1969.

The first meeting of the Conference Working Committee will be held in by office, Suite 903, Dupont Circle Building, 1346 Connecticut Ave., N.W., beginning at 2PM, Monday, February 17, 1969. You can be reimbursed for expenses incurred in attending Working Committee meetings.

The tasks of the CWC include working out the details of the conference, format, speakers, presentation, and final report. One of its most important responsibilities will be to select the persons to attend the conference.

The scheduling of meetings and the time involved will be under the control of the Working Committee after the initial meeting.

We have been fortunate in securing the services of Mrs. Fran Radin as the Conference Coordinator. She will also be working on background papers and will edit the final report.

Attached is a copy of the very rough outline of the conference I worked out late one night; it is offered to you as a rough outline only and not as a blueprint. I am also enclosing a copy of our presentation to the Ford Foundation.

The names of the members of the Conference Working Committee and the Committee of Sponsors are presented below.

Sincerely,

Clay L. Cochran

CLC:bl

Encl: List of Conference Working Committee and Committee of Sponsors
Outline of the Conference
Presentation to the Ford Foundation

January 27, 1969

Mr. Louis Winnick
Ford Foundation
477 Madison Avenue
New York, New York

Dear Mr. Winnick:

Attached is an appeal to the Ford Foundation for funds with which to hold a National Rural Housing Conference. We would very much appreciate an opportunity to discuss this with you during our meeting on January 31.

If it is not apparent in the more detailed document, the point I would like to stress most strongly is that the proposed National Rural Housing Conference would be the first step in dramatizing the personal misery and social costs of poor housing, sanitation and community facilities, to be followed by whatever measures are necessary to bring the problem to a level of social consciousness comparable to that achieved in the last two years in the area of food for the needy in this country.

There is something particularly grim about human hunger, but decent housing, sanitation and clean water are no less important to people. We think it is time to spotlight this area of need.

In placing stress on rural, we do not intend to neglect the connection between the plight of those diadems of civilization, the great cities, and the small towns and rural areas since any such dichotomy is artificial and socially destructive in an age when the once essential migration from rural areas evokes something less than a band concert reaction in the cities.

Sincerely,

Clay L. Cochran

CLC:cnr

Attachment

An Appeal

to

The Ford Foundation

by the

INTERNATIONAL SELF-HELP HOUSING ASSOCIATION
AND THE COMMITTEE OF SPONSORS

for a

NATIONAL RURAL HOUSING CONFERENCE

ISHA Experiences and Role in Bringing Together the Conference

The International Self-Help Housing Association was funded by the Ford Foundation October 28, 1966 to give technical assistance to self-help projects in migrant and rural areas. Subsequently, ISHA has received a total of approximately $419,000 in OEO funds to be used in expanding the assistance program. About $194,000 of these funds were for a combination of self-help and low income housing of all kinds, particularly for migrant and seasonal farm workers.

In the two-year period since ISHA started operations, it has been increasingly apparent to the staff that self-help could perform a useful function and make a meaningful contribution only if there were sufficient concern on the part of the public and the government for all kinds of low income housing. In rural areas, the expression of this concern, or lack of it, is most clearly indicated by the funds made available for the operations of the Farmers Home Administration because virtually all middle and low income housing in small towns and rural areas is financed by FmHA. These funds for housing, for water and sewer systems and for administration of the programs have been and are severely restricted. Directly this has meant that FmHA approval of self-help loans tends to be slow with resulting frustration and increased overhead for the projects. It has also meant that Farmers Home has been honestly and openly reluctant to expand the self-help program because any expansion constituted an additional strain on an already overburdened staff. The restraints on FmHA, coupled with a virtual ceiling on OEO funds have tended to hold the self-help housing program to the level of earlier years.

Despite our success in securing new self-help legislation from the Congress last year, only part of which has been funded, the poverty of the Farmers Home Administration will serve as a barrier because no self-help program can function properly when its credit resources are not only tightly rationed by the Bureau of the Budget but are available only through a heavily burdened administrative staff.

ISHA was compelled to take a broader view of the rural housing problem when we received $194,000 from the migrant division of OEO this year to use in a technical assistance program for all kinds of low income rural housing. The poverty of the principal agency, Farmers Home, became even more apparent.

Since late summer, 1968, the ISHA staff and Board have been discussing the importance of holding a national conference, a working conference, on rural housing. The proposal was officially sanctioned by the ISHA Board, November 9. Since then discussions have continued with a wide variety of people in an effort to ascertain the best means for pulling together a working conference to assess the facts and lay out a ten-year program for attacking the rural housing problem.

The Call for a Conference - the Committee of Sponsors

From the outset, it was the intention of ISHA to call for a conference on the whole broad issue of the small town-rural housing problem. The idea has met with enthusiasm --- without exception --- among a broad array of those with whom we have consulted, coupled with a frequently reiterated desire to assist in any way in making the conference a success and in disseminating the results as broadly as possible. As a result of a recommendation by Paul Anthony of the Southern Regional Council, it was decided that the conference should be called by a Committee of Sponsors, volunteering as concerned individuals, thereby avoiding complications and encumbrances of organizational participation. Attachment Number 1 is a list of the members of the Committee of Sponsors.

The Working Committee

The actual organizational work of the conference will be handled by a Working Committee of five or six persons.

The Conference
Proposal

It is proposed that a National Rural Housing Conference be called for the late Spring of 1969, by ISHA, on behalf of the Committee of Sponsors. The conference will deal with rural housing, defined by the concept of the Farmers Home Administration Rural Areas, embracing not only the countryside but all towns up to a maximum of 5,500 population, and possibly even higher, up to towns of 20 to 25,000. FmHA Rural Areas include a total of 17 million dwelling units of which 13.6 million are non-farm and 3.56 are farm. Sixty million people reside in these areas, including almost half of the total poor. These areas include about half of all the nation's substandard housing. Although out-migration has been heavy and continues to run high, there is no evidence that the total population of these areas will decline by 1980. (One of the focal points of attention will be to try to ascertain the extent to which the lack of a vigorous housing program in these areas contributes to the migration by poorly equipped people into the central cities.)

The Purposes of
the Conference

The purposes of the conference would be to bring together a group of from 75 to 100 persons carefully selected for maximum information and creative input, to study and report on the whole scope of the rural/small town housing picture, including community facilities. The Conference would:

1. Study the rural housing program in the context of the total national picture on economic growth, population shifts, rural and urban poverty, the relationships of housing to health, income, migration and economic stagnation.

2. Study existing rural housing programs, weighing their authorizations and funds against existing and future needs; measuring the potential of all present programs at maximum levels of funding; and consider the need for new legislation, either to increase authorizations for existing programs or blaze some new trails on legislation.

3. Analyze some of the current social costs of poor housing as related to economic stagnation, migration, poor health and educational opportunities.

4. Study and make recommendations on the relationship of welfare funds and policies and housing.

5. Consider and make recommendations on the pertinent roles of the Federal, state and local governments.

6. Study and make recommendations on the contributions of private non-profit and profit groups in attaining a solution to the problem.

7. Weigh the relative merits of different kinds of housing in the solution of the problem, and the means by which the most socially desirable "mix" of housing types can be secured.

8. Stimulate research into areas beyond the immediate capability of the conferees.

From these indicated purposes and the range of the experiences and knowledge of the participants, the conference is intended to lead from general urban/rural considerations, to present rural housing programs and approaches, to new or expanded programs and approaches, to the development of a 10 year plan for attacking rural housing problems, and the possible structuring of a focal point for the expression of continuing concern.

The Structure of the Conference

To achieve the maximum results, it is proposed that those selected for attendance should include persons from the following categories:

1. Federal agencies, particularly FmHA, BIA, OEO, and relevant HUD and HEW divisions.

2. State and local governments, particularly persons who have knowledge or experience in housing.

3. United Nations housing people with special knowledge of solutions or approaches attempted in other countries.

4. Urban groups, such as Urban America and the Urban Coalition, with special knowledge of both urban housing and/or urban problems steming from migration to urban areas.

5. Concerned and active non-profit groups ranging from churches to housing development corporations.

6. Concerned representatives from the low income community groups, labor unions, farm organizations, and rural financial institutions.

7. Planners and architects with established interests in small town/rural problems.

8. Medical professionals and educators cognizant of the relationship between housing, health and education.

9. Selected university or college people who have demonstrated commitment to involving their institutions in rural/small town problems.

10. Selected individuals from the private sector who have knowledge or interest in new materials or techniques in low income housing construction.

Time and Place

It is proposed that the conference be called for May or June, 1969 in or near Washington, D.C. to facilitate maximum utilization of Federal personnel.

Organization and the Call for a Conference

As indicated earlier, it is proposed that the conference be called by ISHA on behalf of a broadly based Committee of Sponsors. The organization and details of the conference will be handled by a Working Committee, but that Committee will confer not only with the members of the Committee of Sponsors but with other concerned individuals and groups.

Documentation and Reports

It is anticipated that basic papers on the demographic aspects of the problem, health, existing housing programs and their funding would be secured in advance to guide the conference.

The final report of the conference including papers presented, recommendations and dissent and the 10 year program for housing and community facilities would be published and made available to the widest possible audience. This report would include an analysis of the problems, proposed changes in legislation and policy, proposed additional research by government, universities and private industry.

Budget for the Conference

ISHA will furnish all possible assistance to the Conference from its available resources, but a budget for most of the out-of-pocket costs of the Conference is attached as Item No. 2.

ATTACHMENT NUMBER 1.

THE COMMITTEE OF SPONSORS OF THE

NATIONAL RURAL HOUSING CONFERENCE

The following people have formally agreed to join the committee.

Paul Anthony,
Executive Director
Southern Regional Council
Atlanta, Georgia

Eric Carlson, Chief,
Centre for Building
and Planning,
United Nations,
New York, New York

Russell Carter,
Director for Special Ministries
National Council of Churches
New York, New York

Stephen G. Cary,
Associate Executive Secretary
American Friends Service Committee
Philadelphia, Pennsylvania

Richard E. Chavez,
Executive Director
National Farm Workers Svc. Center,
Incorporated
P.O. Box 460
Delano, California

Robert Coles M.D.
Harvard University
Cambridge, Massachusetts

Tony Dechant,
President
National Farmers Union
Denver, Colorado

Virgil Hanlon,
General Manager
East River Electric Power Coop
Madison, South Dakota

Mrs. Fred Harris
Washington, D.C.

Vivian Henderson,
President
Clark College
Atlanta, Georgia

Rabbi Richard G. Hirsch,
Director
Religious Action Center
Union of American Hebrew
Congregations
Washington, D.C.

Loyal Jones,
Executive Director
Council of the Southern
Mountains
Berea, Kentucky

Frank Lapeyrolerie,
Field Representative
Rural Advancement Fund
National Sharecroppers Fund
Reserve, Louisiana

John Lewis,
Director of Community Organi-
zation Project
Southern Regional Council
Atlanta, Georgia

Dr. Henry A. McCanna,
Director for Town and Country
National Council of Churches
New York, New York

Rev. A. J. McKnight,
Director
Southern Cooperative
Development Program
Lafayette, Louisiana

W. N. Peach,
Research Professor
Department of Economics
University of Oklahoma
Norman, Oklahoma

Bernard Rapoport
President
American Income Life Insurance
Waco, Texas

James D. Smith,
Professor of Economics
Pennsylvania State University
Statecollege, Pennsylvania

D. Richard Wenner,
Executive Director
National Association for
Community Development
Washington, D.C.

Raymond Wheeler M.D.
Charlotte, North Carolina

Item Number 2
ISHA TO THE FORD FOUNDATION January 27, 1969

NATIONAL RURAL HOUSING CONFERENCE

BUDGET

Travel and accomodations	$ 8,500* 1/
Honoraria	1,500
Coordinator and editorial (5 mos. @$1,000)	5,000
Secretarial assistance, communications, etc.	1,500
Background papers	2,000
Final Report: printing, art work and distribution	4,500*
Contingency fund	2,000
TOTAL	$25,000
Available*	5,000
Grant funds required	$20,000

*ISHA has $5,000 which we can use to cover part of the cost of items marked by asterisks.

1/ This item includes funds for necessary travel in organizing the conference as well as funds to facilitate attendance by those who might not otherwise be able to attend. The conference should not be restricted to those who have access to other sources to finance travel and other necessary expenses.

ISHA/cnr

NATIONAL RURAL HOUSING CONFERENCE

Preliminary Description and Program

Site: Airlie House, Warrenton, Virginia

Time: June 9 - 13, 1969

Definition of "rural": Farmers Home Administration Rural Areas (i.e., rural and towns under 5,500 population) PLUS towns of populations up to 25,000.

Target Population: 17,000,000 dwellers (# units occupied)

Farm: 3,566,000 Nonfarm: 13,600,000
Total Population: 60 million, 33.3% of total U.S. population.
Population Income: Includes approximately 44% of U.S. poor.
Housing: includes about half of the nation's substandard housing.

NOTE: The above figures are for Farmers Home Rural Areas. They are NOT adjusted for the additional population and dwellings in towns of 5,500 - 25,000.

Attendance: 75 to 100 selected persons, selected for maximum quality of input. Including demographer, metropolitan spokesman, mayor or representative of the Urban Coalition, farm organizations, government representatives, planners, low-income architects, church and service groups, with expressed concern for housing, concerned labor union representative, educators, medical-health spokesmen on relationship of health to housing.

Agenda of Conference

First Day: Relationship of urban/rural problems

Introduction - The realities of the national scene as it relates to rural and urban poverty, housing, health, income, migration, stagnation of rural and small town areas, rate of change, forces affecting change, e.g. sharp variations in welfare assistance. One who believes in harnessing the flood of change to man's welfare - not one obeisant to the gods of blind chance.
Person: An American Myrdal.

Demographic analysis - Quantitative and qualitative composition of rural population; rates of migration; trends in migration; anticipated changes in the next decade.
Person: Calvin Beale or comparable scholar.

Rural Migration and the Central City -
Person: Mayor John Lindsay or comparable person who sees the impact of the flood of poorly educated and unskilled rural people into the city as a mixed blessing.

Economic Development of Rural Areas - Hoax or promise, where and how.
Person: An authority with the capacity to distinguish between the desirability of rural economic development and the prospects; capable of viewing the pros and cons of migration to the cities with amiable skepticism, but concerned about dealing with rural problems now rather than in "the long run."

The Technological Revolution - In agriculture and processing and its past, present and anticipated impact on the rural and small town people.
Person: An authority capable of presenting realistic projections of population trends from the standpoint of anticipated changes instead of blind extrapolation from past trends.

The Role of the Federal Government - In luring rural people into central cities with an emphasis on welfare and elated programs which operate in one way in the ciites and another way, or not at all, in rural areas.
Person: Authority on Health and Welfare programs.

OPEN FORUM: Group discussion of main papers, carrying over into the evening.

Second Day: Rural Housing - The present need.
Person: Farmers Home Administration, supplemented by staff papers prepared in advance, including visual representation.

Discussion.

Rural Housing - A critique of existing programs, adequacy of authorization and funding, with projections of what would be required to adequately handle existing programs. Person: Representative of International Self-Help Housing Association, measuring need against the relevant facts and the myth of technological magic.

Discussion.

Lunch.

Afternoon - Conference breaks into sectional workshops to discuss and work on special aspects of the problem.

Workshop No. 1: Basic assumptions for an all-out ten year rural housing program.
A. Population, families and need: 1969 - 1978.
B. Current housing conditions and conditions in 1978, projecting present program levels.

Workshop No. 2: The social costs of housing and factors related to development of good housing. Factors affected by poor housing.
A. Comparative costs of neglect versus action.
B. Economic development and housing, chicken or egg.
C. Education and housing.
D. Health and housing.

Workshop No. 3: Projected ten year achievements under present programs.
A. At present level of funding.
B. Required level of funding - saturation of population.
C. The residue of need, given B above.

Workshop No. 4: Present social structure relevant to the problem.
A. The roles of Federal governmental agencies, state governments, local governments, private non-profit and private profit organizations.

Third Day: 9-11 am. Reports from first workshops and discussion.

11 am. Division into final round of workshops - with first round reports as starting point.

Financing and Organizing the Ten Year Program

A. The Federal Role - Existing and new legislation - estimated costs.
B. State and local role - existing and new functions - estimated costs.
C. The role of private non-profit groups - existing and required estimated cost.
D. The private profit sector - existing and required - the means of achieving higher levels of activity.
E. Labor unions and building systems.
F. Decision making and direction on types of housing, individual ownership, rental, cooperative, - the mix and alternatives.

The second workshops will report at 4 pm of the third day. These reports will be duplicated and referred, with earlier reports, to a select committee for analysis and summary.

Fourth Day: The Findings of the Conference: approval, exception and dissent.

NOTE: The findings will be duplicated and sent to all who attend the conference, allowing two weeks for comment, after which they will be published, including any minority or supplementary views.

February 19, 1969

Mr. George W. Rucker
International Self-Help Housing
Association
Suite 903
Dupont Circle Building
1346 Connecticut Avenue, N. W.
Washington, D. C. 20036

Dear Mr. Rucker:

Thank you for the materials you sent recently. I do appreciate being on your mailing list and shall see that our Research Department gets the publications when I have read them.

I would appreciate it if you would also add to your list the name of Mr. Moreland Griffith Smith, director of our program in housing and urban development.

I hope to see you in Washington soon.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

InternationalSelf-HelpHousingAssociation

Suite 903 Dupont Circle Building, 1346 Connecticut Avenue NW, Washington, D.C. 20036 | phone (202) 659-1680

Executive Director
Clay L. Cochran

February 6, 1969

Paul Anthony
Southern Regional Council
5 Forsyth St .
Atlanta, Georgia

Dear Mr. Anthony:

Clay asked that I put you on our mailing list to receive the monthly Low Income Housing Bulletin and related publications. I am enclosein the most recent issue and am sending earlier issues under separate cover. Is there anyone else at the Southern Regional Council for whom these materials would be useful?

Sincerely,

George W. Rucker

GWR:lf

Encl: January, 1969, issue of Bulletin

Under seperate cover, October, November, December 1968 issues of Bulletin and Information Paper #1.

March 18, 1969

Dr. Robert Coles
Harvard University
Cambridge, Massachusetts 02138

Dear Dr. Coles:

Your note on Harry Huge will be discussed at our next meeting, and I hope he can be included in the conference.

I wish to discuss a matter with you which I think is of the utmost importance. I could come up to talk to you, or possibly catch you here sometime if you do not think writing will suffice. I am not sure enough of my factual grounds to make the kind of presentation I would like to make, but let me try:

Aside from what common sense dictates, I was advised over a year ago by a friend of mine who was legislative liason for Bill Stewart at the time that the public health agencies have plenty of data to show that the poor go on (enduring) or dying in relatively large numbers of ailments which became a marginal threat to middle and upper income groups years ago. At the time he thought he could find time to dig the material out, but there was a general reshuffling of the agency, and he ended up in California without the time or access to the personnel essential to the task. In addition, there are the recent revelations about the way in which 'harmless' worms attack the malnourished, etc.

In this conference, if we are to pull together the relevant data necessary to dramatize the individual and social costs of poor housing, we need an objective presentation of the physical and psychological impact of poor housing, polluted water and lack of sanitation as part of the picture. This does not show on the existing outline of the program, but it is a grave oversight which should be corrected. It would be very desirable to have a presentation to the group, or a background paper highlighted for the entire conference, and then build a workshop around this subject so that we do not allow it to be neglected. Moreover, for final consideration of the Conference we need some recommendations in this area for policy, appropriations and/or legislation.

Paul Anthony told me before he contacted you as a potential sponsor that you were heavily burdened and might reject the request for that reason. We are particularly grateful to you for taking on one more task, which we certainly intended

should carry no more responsibility than you felt you could and should undertake. But since I do not know anywhere else to turn, would it be possible for you to give us some technical assistance along the lines above (tentative and vague, God knows), or to suggest someone (or some others) who might be persuaded to help in your stead?

If it is easier on you to pick up the telephone, just call me collect and give me your thoughts and recommendations on the matter.

The most recent palace rumour here is that the new Administration has decided to take a brave stance on food and actually push for a good program, to polish the image and reduce pressures on other fronts. If so, very good for all that, but, also if so, the more reason for us to push for all we are worth to see that housing and sanitation and clean water are forced to a sufficiently high level of public consciousness that we can in some later, and not too much later, image-guilding mood we can expect some real help in these areas.

Sincerely,

Clay L. Cochran

CLC:cnr

BCC: Paul Anthony---any ideas on this if Coles doesn't feel up to it?
Clay

Tom Moore: Tom, any ideas of people etc. on this. Love to you and Kay and Tommie and Katy, and that pig chaser.
Clay

Bring up June 2, 1969

April 2, 1969

Mr. Clay L. Cochran
Executive Director
International Self-Help Housing Association
Suite 903
Dupont Circle Building
1346 Connecticut Avenue, N. W.
Washington, D. C. 20036

Dear Clay:

I am very sorry that I was unable to be with you last week and that I have been so long in sending suggestions for the Conference. My secretary has been suffering from the virus also, and to cap it off I lost my voice.

Attached is a short list.

There are several names on the list for SRC. If you feel this is overdoing it, let me know how many slots we can have, although I doubt all of these people would be available anyway.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
Attachment - 1.

SUGGESTIONS FOR HOUSING CONFERENCE

1. Moreland Griffith Smith, FAIA
   Director
   Urban Planning Project
   Southern Regional Council — and: Arthur Clark Asst. to Dir. ZIPP (See Joy's ltr. of Apr. 18, 1969)

2. John Lewis
   Director
   Community Organization Project
   Southern Regional Council

3. James N. Wood
   Executive Assistant
   Southern Regional Council

4. Courtney Siceloff
   Executive Director
   Penn Community Services
   St. Helena Island
   Frogmore, South Carolina

5. Dr. Lewis Jones
   Tuskegee Institute
   Tuskegee Institute, Alabama

6. Miss Constance Curry
   American Friends Service Committee
   41 Exchange Place, S. E.
   Atlanta, Georgia

7. Hubert Thomas
   National Sharecroppers Fund
   5 Forsyth Street, N. W.
   Atlanta, Georgia

8. Charles Prejean
   Executive Director
   Federation of Southern Cooperatives
   52 Fairlie Street, N. W.
   Atlanta, Georgia

9. The Rev. Francis X. Walter
   Director
   Selma Inter-religious Project
   810 - 28th Avenue
   Tuscaloosa, Alabama 35401

10. Father A. J. McKnight, C.S.Sp.
    Southern Consumers Cooperative, Inc.
    425 General Mouton Street
    Lafayette, Louisiana 70501

InternationalSelf-HelpHousingAssociation

Suite 903 Dupont Circle Building, 1346 Connecticut Avenue NW, Washington, D.C. 20036 | phone (202) 659-1680

Executive Director
Clay L. Cochran

Officers and Executive Committee

Chairman
Eleanor Eaton
Philadelphia, Pa.

Vice-Chairman
Rev. George Topshee
Sydney, Nova Scotia

Secretary-Treasurer
Al Ulmer
Vilas, N.C.

George Grier
Washington, D.C.

Donald Hanson
New York, N.Y.

Elizabeth Herring
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Directors

Isaac Beamon
Eric Carlson
Gilbert Chavez
Robert Choate
Dura Mae Everett
Rev. Ben Fraticelli
John R. Hagely
James H. Harvey
William S. King
Aurelio Lupercio
David Moore
Sylvester Shamburger
James D. Smith
James Stein
Rev. John Wagner
Tillie Walker
Dorothy Wencher

March 18, 1969

Dear Paul:

This is a current report on plans and progress on the National Rural Housing Conference, and your personal invitation to be a participant in that Conference. We sincerely hope you will be able to attend. Please let us hear from you soon.

Sincerely,

Clay L. Cochran

CLC:jb

This is all approvals but send us the slip anyway, please.

NATIONAL RURAL HOUSING CONFERENCE

MEMO

To: Committee of Sponsors

From: Clay Cochran, Chairman
Conference Working Committee

Re: Conference participation

The next meeting of the Working Committee is scheduled for Thursday, March 27, 1969, at which time the program planning will be completed and the Conference participants will be selected. This is to remind you to submit within the next few days your recommendations for persons to be invited as Conference participants, if you have not done so already. As stated earlier, the main criteria for participation are concern, knowledge, and creativity. In submitting your recommendations, the person's name, address and telephone number should be included, along with an indication of why you think he would make a contribution to the Conference.

It is hoped that each member of the Committee of Sponsors will be able to take an active part in the Conference proceedings. Please consider this as your invitation to do so, and let us know before March 27th of your plans. As you know, the Working Committee has limited the number of participants to 100 persons, and obviously, the number and special interests of Sponsors who plan to attend must be known prior to inviting the balance of participants. "Conference participants" as such are expected to devote themselves to the full three and one-half days of the Conference (June 9 - 12, 1969), partly because on-site living accommodations must be arranged in advance, but primarily because part-time or sporadic attendance on the part of "participants" would jeopardize the effectiveness of the Conference. Arrangements can, of course, be made for Sponsors to attend for one day or to sit in on special sessions (once the final program is known) without pre-empting a participant "slot."

On the basis of the foregoing, then, would you please indicate (by return mail if possible) whether or not you plan on full-time attendance?

The list of the Committee of Sponsors has been completed and is enclosed for your information. Attached also is a draft of the letter of invitation to participants and we welcome any comments or suggestions regarding it.

March 18, 1969

Dear _____:

On behalf of the International Self-Help Housing Association and the Committee of Sponsors, you are invited to participate in the National Rural Housing Conference. The Conference will be held June 9 - 12, 1969 (three and one-half days), at Airlie House, Warrenton, Virginia (a short distance from Washington, D.C.). While the final and complete Conference program will be available in the near future, a tentative agenda is enclosed for your immediate information.

The broad purpose of the Conference is to bring together a group of persons, carefully selected for maximum information and creative input, to study and report on the whole scope of the rural/small town housing situation, including community facilities. The sessions are intended to lead from general urban/rural considerations, to present rural housing programs and approaches, to new or expanded programs and approaches, to the development of a ten-year plan for attacking rural housing problems, and the possible structuring of a focal point for the expression of continuing concern.

It will not be a general mass meeting of interested parties, but rather a "working conference" of a limited number of full-time participants. In order to facilitate communications and the organization of workshops, and to insure the greatest possible productivity, the Conference Working Committee has set a maximum of 100 participants, and has diligently attempted to select those people whose concern, knowledge and creative thinking indicate that they could contribute significantly to the success of the Conference. For these reasons, it must be made clear that this is a <u>personal</u> invitation that cannot be transferred or passed along to someone else regardless of his capability. If you cannot participate in the Conference, your recommendation for a substitute would be welcomed. However, the Working Committee has agreed that such suggestions will be considered only after the total list of selected participants (which exceeds the 100 maximum limit) has been invited. This may seem exceedingly rigid, but it appears to be the only means by which careful attention to total composition and balance of the Conference can be assured.

Participants should plan to arrive at Airlie House on Sunday, June 8th, or before 9:00 a.m. on the 9th. Transportation from Washington, D.C. or nearby airports will be arranged. Single accommodations (including meals) are available for the period of the Conference at $26/day, and at $22/day for doubles. There are limited funds available to pay the expenses (transportation and/or

accommodations) of those who cannot attend because of the financial burden it would place on an organization or personal budget. We are in the position of having to say, please come, please come at your own expense, but please do not allow the latter to inhibit your decision to come.

We look forward to your affirmative response and subsequent participation in the National Rural Housing Conference. Regardless of your decision, please return the attached form as soon as possible.

Sincerely,

Clay L. Cochran
Chairman

CLC:cnr

Attachment

NATIONAL RURAL HOUSING CONFERENCE
1346 Connecticut Avenue, N.W. Suite 1013
Washington, D.C. 20036

COMMITTEE OF SPONSORS

Paul Anthony
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303
(404) 522-8764

Dan Bedell
Legislative Representative
United Auto Workers
1126 16th Street, N.W.
Washington, D.C. 20036
(202) 296-7484

John Belindo, Ex. Dir.
National Association of
American Indians
1002 Dupont Circle Bldg.
Washington, D.C. 20036
(202) 223-5532

Howard Bertsch
429 N Street, S.W.
Washington, D.C. 20024
(202) 554-3204

Eric Carlson, Chief,
Housing Section
Centre for Housing, Building
and Planning
United Nations Room 3227
New York, New York 10017
(U.N. # - (212) 754-1234)

Rev. E. Russell Carter
Director for Special Ministries
National Council of Churches
475 Riverside Drive
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Stephen Cary, Associate Ex. Secy.
American Friends Service Committee
160 North 15th Street
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National Farm Workers Union
Service Center, Inc.
P.O. Box 460
Delano, California 93215
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Cambridge, Massachusetts 02138
(University # - (617) 868-1020

Tony Dechant, President
National Farmers Union
1575 Sherman Street
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(303) 266-2601

Peter Edelman, Assoc. Director
Robert F. Kennedy Memorial
1816 Jefferson Pl., N.W.
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Virgil Hanlon, General Manager
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President
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Atlanta, Georgia 30314
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Rabbi Richard G. Hirsch
Director, Religious Action Center
Union of American Hebrew
Congregations
2027 Massachusetts Ave., N.W.
Washington, D.C. 20036
(202) 387-2800

Gov. Philip H. Hoff
109 South Winooski Avenue
Burlington, Vermont 05404
(802) 658-2600

M. Carl Holman, Vice President
for Program Development
Urban Coalition
1819 H Street, N.W. Suite 700
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Loyal Jones, Ex. Dir.
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Frank Lapeyrolerie
Field Representative
Rural Advancement Fund
National Sharecroppers Fund
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Reserve, Louisiana 70084
(504) 536-2563

John Lewis, Director of
Community Organizations Project
Southern Regional Council
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Dr. Henry McCanna
Director of Town and Country
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The Honorable Albert Pena
County Commissioner
Bexar County Courthouse
San Antonio, Texas 78204
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American Income Life Insurance Co.
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Waco, Texas 76703
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Dr. James Smith
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D. Richard Wenner, Ex. Dir.
National Association for
Community Development
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(202) 296-2875

Raymond Wheeler, M.D.
3724 Warrington Drive
Charlotte, North Carolina 28211
(704) 366-0266

Florence Wykoff
243 Coralitos Road
Watsonville, California 95076
(408) 724-7232

April 18, 1969

Mr. Clay L. Cochran
Executive Director
International Self-Help Housing
Association
Suite 903
Dupont Circle Building
1346 Connecticut Avenue, N. W.
Washington, D. C. 20036

Dear Clay:

If there is a need for priorities on persons to be invited to the conference, as I can well understand there is, I would like to put two names at the tope of the list. One of these is not on my present list. These are Moreland Smith, Director of our Urban Planning Project, which is now being changed to include an interest in housing generally. The other is his newly employed assistant, Mr. Arthur Clark. Mr. Clark will get his Master's in Planning from Georgia Tech in June. I believe he is the first Negro to get that degree from that school.

Hope all goes well.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

NATIONAL RURAL HOUSING CONFERENCE

International Self-Help Housing Association

Suite 903 Dupont Circle Building, 1346 Connecticut Avenue, N.W., Washington, D.C. 20036

Phone: (202) 659-1680

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Florence Wykoff
Watsonville, California

Clay L.Cochran, *Chairman*
Conference Working Committee
Washington, D.C.

April 9, 1969

Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street N.W.
Atlanta, Georgia 30303

Dear Paul:

Sorry about your illness. We missed you at the meeting. At that meeting, we arrived at the first round of invitations to potential participants, obviously without the benefit of the list you submitted with your letter of April 2.

Fortunately, the initial list included John Lewis (as a sponsor), Courtney Siceloff and Father McKnight (as a sponsor). In other words, Lewis and McKnight got invitations automatically as members of the Committee of Sponsors, and Courtney got one on the basis of his general virtues.

The other names will go into the "pending" file until we have heard from the persons already contacted. It would be helpful if you would, confidentially, edit the remaining seven names by putting them in order of preference. Or maybe, picking two or three for first preference. I am off working on my income tax and that of our baby sitter and an illiterate mountain neighbor---and am not where I can count up the second and third alternate lists. Moreover--now count yet on acceptance from those already invited.

Take care of yourself, and more later.

Sincerely,

Clay L. Cochran

CLC:hmc

May 7, 1969

Mr. Clay Cochran
International Self-Help Housing Association
Suite 903 Dupont Circle Building
1346 Connecticut Avenue, N. W.
Washington, D. C. 20036

Dear Clay:

I have just learned of an opportunity to join a team visiting Europe, including Russia, and feel I cannot turn this down. Therefore, I won't be able to attend the conference. I hope you know how much I regret this.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
cc: Miss Eleanor Eaton

Clay Cochran (c.c. Eleanor Eaton)

Dear Clay.

I have just learned of an opportunity to join a Team visiting Europe including Russia and I cannot turn this down. ~~This~~ ~~opp~~

Therefore, I won't be able to attend the conference. I hope you know how much I regret this.

Sic PA

NATIONAL RURAL HOUSING CONFERENCE

International Self-Help Housing Association

Suite 903 Dupont Circle Building, 1346 Connecticut Avenue, N.W., Washington, D.C. 20036

Phone: (202) 659-1680

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Charlotte, North Carolina

Florence Wykoff
Watsonville, California

Clay L.Cochran, *Chairman*
Conference Working Committee
Washington, D.C.

MEMO

TO: Committee of Sponsors
ISHA Board of Directors
Working Committee Members

FROM: Clay Cochran

SUBJECT: Minutes of Working Committee Meeting, March 27, 1969, and related materials.

As you will note from the attached Minutes, a great deal of progress was made in the areas of program development and Conference participation. We appreciate your cooperation in submitting suggestions for program and Conference participants. Although we are somewhat delayed in getting the Minutes to you this time, we can report that the invitations to the selected participants have been mailed since the meeting, and the speakers and panelists agreed upon have been invited. We welcome any further suggestions you may have in the event the acceptance level permits further invitations.

Attached is the Program Outline to date. Leaders for the Workshops will be determined once the list of actual participants can be compiled.

Please note that the next and hopefully final meeting of the Working Committee prior to the Conference is scheduled for Monday, May 26, 1969.

Attachments: Minutes of March 27, 1969 meeting
Program Outline
Working Committee Schedule

CLC/mg
4/17/69

PROGRAM OUTLINE

NOTE: Speakers and other group leaders who have been confirmed are preceded by an asterisk; those invited but unconfirmed by two asterisks; others are tentative. Revised through 4/16/69

June 8, 1969

7:30 - 10:00	Pre-Conference Seminar - the current social setting.
	Speaker/leader: ***Michael Harrington*
Monday, June 9	Relationship of Urban/Rural Problems
9:00 a.m.	Conference convenes
9:30 a.m.	Introduction: The realities of the national scene, particularly national priorities.
	Speaker: **Senator George McGovern*
10:30 - 12:00	Rural Migration and Public Policy
	Speaker: ***The Honorable Carl Stokes*
	Panelists: ***Dr. James Brown* University of Kentucky ***Mr. M. Carl Holman* Urban Coalition
12:00 - 1:30	Lunch
1:30 - 2:30	Demographic Analysis and the Technological Revolution
	Discussant: **Calvin Beale*
3:00 - 5:30	Economic Development of Rural Areas
	Panelists: ***Dr. Vivian Henderson* ***Dr. Carl Kraenzel* ***John Widner* ***Arnold Liebowitz* ***Harry M. Caudill* ***Wolf von Eckhardt*

NATIONAL RURAL HOUSING
CONFERENCE PROGRAM OUTLINE
REVISED THROUGH 4/16/69

Tuesday, June 10th — Rural Housing and Special Aspects of the Problem

8:30 - 10:00 a. m. — The Present Need and a Critique of Existing Programs

Speaker: *Howard Bertsch*

Panelists: *Louis Malotky* (FmHA)
Charles Sonneborn (HUD)
Michael Mazer (OEO)
Ralph Reeser (BIA)
James W. Rouse (Private Developer)

10:30 - 12:00 — Concurrent Workshops: Special Aspects

A - Measuring the Size of the Problem

Leader: *William Motes*

B - Housing and Human Health: Physical and Psychological

Leader: ***Robert Coles*

C - Economic Development and Housing; (When and where should houses for the poor be built?)

Leader: ***Michael Harrington*

D - The Role of Government: (Human needs and the non-response of a democratic government.)

Leader: ***Representative Allard K. Lowenstein*

E - What is a House and What Does It Cost? (Social values, building systems, business and labor union.)

Leader: *Earl Bell*

NATIONAL RURAL HOUSING
CONFERENCE PROGRAM OUTLINE
REVISED THROUGH 4/16/69

Tuesday, June 10th
(Cont.)

12:00 - 2:00 Lunch

2:00 - 5:30 Concurrent Workshops: Critique of Existing Programs.

A - Indian Housing (BIA/HUD)

B - Farm Labor (FmHA, OEO)

C - Public Housing and Rent Supplements (HAA, FHA)

D - Credit Program for Low and Moderate Income People (FmHA, FHA, - Rental and ownership, cooperatives, Housing Development Corporations.)

E - Self-Help Housing (OEO, FmHA, non-HUD)

Wednesday, June 11th Rural Housing - Developing a Ten-Year Program.

9:30 -4:00 Concurrent Workshops

(12:00 - 2:00) Lunch

A - General Goals and Objectives (to include decision-making and direction on housing types)

B - The Role of Government (Federal, state and local)

NATIONAL RURAL HOUSING
CONFERENCE PROGRAM OUTLINE
REVISED THROUGH 4/16/69

Wednesday, June 11th
(Cont.)

(9 30 - 4:00)	(Concurrent Workshops)
	C - The Role of Private Non-profit Groups
	D - The Private Profit Sector
	E - What is to be done?
4:00	Workshop reports to be submitted to a select committee, together with earlier reports, for analysis and summary.
Thursday, June 12th	Rural Housing - The Ten-Year Program
9:00 a.m.	Housing for Rural America
	Speaker: **Representative Wright Patman*, Chairman of House Banking and Currency Committee
10:00 - 12:00	The Findings of the Conference (approval exception and dissent)
	(The Findings will be duplicated and sent to all participants, allowing two weeks for comment, after which they will be published.)

NATIONAL RURAL HOUSING CONFERENCE

MINUTES - Working Committee Meeting

March 27, 1969

Attending: Clay Cochran, George Grier, James Harvey, Elizabeth Herring, David Raphael and Fran Radin.

Also, Louis Aronica and James Hightower (ISHA staff)

1. Clay Cochran reported on program development, beginning with Senator George McGovern's acceptance of the invitation to deliver the introductory address of the Conference on Monday, June 9th. During the course of the meeting, it was learned by telephone that Calvin Beale would provide data for a Working Paper and would personally present Demographic Analysis and the Technological Revolution.

   A speaker and panelists for topic No. 3, Rural Migration and Public Policy, was discussed at length, with final agreement on an ideal roster as follows: Carl Stokes as the main speaker, with Frankie Freeman (Civil Rights Commission) and Carl Holman (Urban Coalition) as panelists. In addition, it was agreed that John Field of the Conference of Mayors be consulted regarding suitable alternates (including Field himself) should Stokes, Freeman or Holman be unavailable and that his suggestions be pursued without further Committee discussion.

   A discussion of the possible components of the session on Economic Development of Rural Areas resulted in agreement that certain activities and viewpoints be represented by panel speakers, as follows: Vivian Henderson (general), Carl Kranzel (hinterland?), John Widner (Appalachia growth centers), Arnold Liebowitz (EDA), Harry Caudill (recreation and nature space) and Wolf Von Eckhardt (new towns). Although the ideal number of panelists would be three or four, it was decided that all six should be invited, with session

format adjustments made in accordance with the number of acceptances.

2. The meeting adjourned for lunch during which suggested lists of participants and alternates were introduced and discussed. A modified list of 100 participants (including sponsors who intend to come) was adopted. It was agreed that the invitations should be mailed as soon as possible, with a response period limited to one week, and that the alternates then be invited as space allows without further Committee discussion.

3. Once again it was proposed that Michael Harrington be invited to the Conference in a speaker or leadership capacity, but it was felt that because of his field, scope and eminence the only appropriate spot on the program was as the introductory, or keynote, speaker which Senator McGovern had already accepted. There was enthusiastic endorsement of the eventual solution that Harrington be invited to conduct a pre-Conference (Sunday evening) or Tuesday evening Seminar on the current social scene, as well as to attend the whole period of the Conference as an official but roving observer/commentator.

4. The Working Committee Schedule was adjusted and May 26th approved as the final pre-Conference meeting date. It was noted that publicity plans and activities had not yet been incorporated into the schedule, but would be in the immediate future.

The meeting was adjourned at 4:15 p.m.

WORKING COMMITTEE SCHEDULE

March 27-----MEETING
April 1------Outline,due for basic Working Paper on Rural Housing.
April 7------Participants invited (alternates invited as declines received).

April 18-----Firm list of speakers, panelists, workshop leaders, rapporteurs.
April 21-25--Draft due for Rural Housing Paper.

May 1--------Second draft due for Rural Housing Paper and mailed to Committee members and government agencies for review and comments.

Outline due for Working Paper on Bureau of Indian Affairs.

May 16-------Draft due for BIA Paper.
May 19-------Final draft of all Working Papers due.

Papers mailed to Committee members.

Arrange for printing of final Program.

May 21-------"Proposals" for Section C Workshops due and mailed to Committee members for review and comment.

May 23-------Firm arrangements re facilities, room assignments, etc.

Request arrival plans of participants et al.

May 26-------Program Papers due.
MEETING:--final review of all Papers, "proposals", arrangements, program, and list of participants.

--Working Committee schedule for post-Conference period.

May 30-------Working and Program Papers and Conference Program mailed to participants.

June 6-------Firm ground transportation arrangements for participants to Airlie House.

June 9-------CONFERENCE

MEMORANDUM June 16, 1969

To: Janet Smith

From: Mildred M. Johnson

What was "International Self-Help Housing Association" has now come to be known as "Rural Housing Alliance," located at Suite 903 Dupont Circle Building, 1346 Connecticut Avenue, N. W., Washington, D. C. 20036. If the agency is now on our mailing list in the former name please make the change in your records; if not, please put them on (I guess they'd be in the interagency category) using the latter name.

RURAL HOUSING ALLIANCE

International Self-Help Housing • Low Income Rural Housing

Suite 903 Dupont Circle Building, 1346 Connecticut Avenue, N.W., Washington, D.C. 20036

Clay L. Cochran *Executive Director*

Telephone (202) 659-1680

MJ - note change + have plate changed

TO: III-B Grantees

FROM: Clay Cochran, Executive Director

SUBJECT: Supplemental Mailing

As you will note from the new letterhead, if you had not already heard the news, ISHA has become RHA -- the Rural Housing Alliance. The change of name is to reflect (somewhat belatedly) our broadened function of working in the field of low income housing in general, including, but not limited to self-help housing.

Enclosed are two informational items which are supplemental to your regular mailings of the *Low Income Housing Bulletin*. The reprint from the *Wall Street Journal* discusses the National Housing Partnership concept which is a part of the 1968 Housing Act. Projects interested in further details about the NCHR and any relationship that a prospective local sponsor organization might have with it, should contact National Corporation for Housing Partnerships, 1625 L Street, N. W., Washington, D. C. 20036.

The other item is our Informational Paper #2, which summarizes in some detail the various aspects of the public housing program and how they operate.

We would like to encourage projects to keep -- possibly in a ring binder -- the various informational publications we distribute, both the monthly *Bulletins* and the occasional publications such as these. It is our hope that they will provide, on a cumulative basis, a general handbook on low-income housing programs. We also wish to encourage the projects to indicate to us the type of materials they feel are proving most useful, suggestions for other materials which they would like to have, etc.

CLC/gr:mg
4/24/69

Enclosures

July 31, 1969

Mr. Howard Berstch
Rural Housing Alliance
Suite 903 Dupont Circle Building
1346 Connecticut Avenue, N. W.
Washington, D. C. 20036

Dear Howard:

For the record, I thought you might like to have the enclosed copies of my statement at the USDA hearings in Athens. Additional copies are available if you have need of them.

Sincerely,

Paul Anthony
Executive Director

PA/mmj
Enclosures

DRAFT

STATEMENT BY PAUL ANTHONY, EXECUTIVE DIRECTOR
SOUTHERN REGIONAL COUNCIL, ATLANTA, GEORGIA
AT "LISTENING" CONFERENCE BY SECRETARY HARDIN,
ATHENS, GEORGIA, JULY 24, 1969.

May I first express my sincere appreciation at the opportunity to provide the following written statement for this Committee.

In presenting this statement I do so first on behalf of the Southern Regional Council. The Council has long had a particular interest in the development of the rural South as part of our broader effort in development of the Southeastern United States. On the basis of our experience we are more convinced more than ever that not only does the rural, farm and non-farm, South need a great deal of assistance, it represents, too, a tremendous opportunity. There remain millions of persons living in the rural South as well as elsewhere in rural America, and while we rightly give much attention to our urban problems we ignore, at our peril, adequate development of rural America. This is, therefore, on behalf of the Southern Regional Council, to urge this committee and the Department of Agriculture to place a high priority on rural development and, more particularly, human development. Such resources and information as the Council has available is at the disposal of USDA at any time.

Secondly, I should like to submit this statement to this Committee in my capacity as a member of the Committee of sponsors for the first National Rural Housing.....

STATEMENT BY PAUL ANTHONY, EXECUTIVE DIRECTOR, SOUTHERN REGIONAL CONFERENCE, ATLANTA, GEORGIA, AT "LISTENING" CONFERENCE BY SECRETARY HARDIN, ATHENS, GEORGIA, JULY 24, 1969.

This statement is submitted in my capacity as a member of the Committee of Sponsors for the first National Rural Housing Conference which was convened only last month (June 9-12) at Airlie House, Warrenton, Virginia. Over one hundred selected participants from 27 states, the District of Columbia, Puerto Rico and Venezuela attended. Resolutions relevant to the U.S. Department of Agriculture adopted by that Conference are attached and we respectfully commend them to the attention of the Secretary.

We are pleased that Secretary Hardin has placed rural development on the agenda for his "Listening" Conference here in the Southeast. While we know that housing is only one of several elements in the total complex identified as "rural development" we believe that it is a tremendously important element, important to anyone committed to the proper development of rural America.

It should be noted that two-thirds of the occupied substandard housing in the Nation is located in rural and small-town America; six million substandard houses, four million occupied by very low-income families; ninety percent of which can be made standard only with public assistance of some degree.

The only potentially effective instrument of public assistance for rural low-income housing is the Farmers Home Administration of the United States Department of Agriculture. And that agency in that department is lost in the preoccupation the Department has with commercial agriculture and its problems. It is an agency impoverished of funds, of personnel and of influence within the Department itself, and hence in the entire Executive Branch.

The National Rural Housing Conference concluded that the only solution was the establishment of a Department of Rural Affairs, believing that USDA could not extricate itself from its commercial-agriculture constituency and tradition. The creation of such a new cabinet office might take time, and time is a very precious element in the campaign which must be waged against rural degradation. In the meantime, without some drastic restructuring in the Executive Branch, it seems obvious that non-farm rural America, representing more than eighty percent of all rural Americans, will continue to face its gargantuan problems without an advocate.

Attachments.

Mr. Secretary, you put rural development on your agenda here, but it has never really been on the agenda in your Department. You have only one action agency, impotent as it is, in your complex of agencies designed to deal directly with rural development problems, the Farmers Home Administration. The least we can expect of you, if you mean to give more than lip-service to the problems of non-farm rural America, is that you transfer some of the muscle and some of the influence of your many farm-oriented agencies to the Farmers Home Administration - now.

Attachment

An Alternative to Public Housing

WE RECOMMEND CONSIDERATION BY CONGRESS AND THE PRESIDENT OF A NEW APPROACH TO THE RURAL AND SMALL TOWN HOUSING NEEDS OF LOW-INCOME FAMILIES -- THE PROVISION OF NON-PROFIT HOUSING DEVELOPMENT CORPORATIONS TO CONSTRUCT AND ADMINISTER RENTAL AND RENTAL/OWNERSHIP HOUSING, OPERATING AS AN ALTERNATIVE TO LOCAL HOUSING AUTHORITIES. WE RECOMMEND THAT ALL FEDERAL LOW-INCOME HOUSING LEGISLATION BE AMENDED TO PERMIT SUCH NON-PROFIT CORPORATIONS OR COOPERATIVES TO BORROW FUNDS AND RECEIVE SUBSIDIES UNDER THE SAME TERMS AS THEY ARE AVAILABLE TO PUBLIC AGENCIES SUCH AS HOUSING AUTHORITIES. IN ENACTING SUCH LEGISLATION, THE CONGRESS SHOULD DECLARE THAT ITS INTENTION IS TO CREATE ORGANIZATIONS OWNED BY THOSE THEY SERVE, ESPECIALLY THOSE WHO ARE RENTING OR ACQUIRING OWNERSHIP THROUGH SUCH DEVICES AS THE TURNKEY III PROGRAMS.

The failure of the Housing Assistance (public housing) programs in rural and small town areas is a matter of record. The reasons are varied, but not the least of them include restrictive state legislation (e.g. referendums on bond issues to finance housing authority construction) and the failure of local governments to take advantage of the program for the benefit of their residents. The failure of local governments may sometimes have been the result of unrealistic policy barriers such as "workable programs", but it has also frequently been the result of a lack of concern, of the opposition of slum landlords and shortsighted real estate interests, and, not infrequently, has been the result of race prejudice, however subtle.

State and local governments should not be permitted to stand between residents of their areas and Federal benefits, as has been true in both the food and housing programs. If State and local governments do not utilize the resources available, channels must be built around them for quasi-public, i.e. non-profit private groups to do the job. This is only rational public policy and simple justice. Whether such agencies should be local in nature, cover wider areas, be statewide - even regionwide - should be left to the administrative agency, which can determine which type of agency is required to meet the need.

The manner in which the Rural Electric Cooperatives electrified rural areas where private enterprise and governmental initiative had failed is one of the great examples of a partnership between the Federal

government and local citizens. The plan was greeted with jeers, and was viewed as a threat to private ownership of the electric industry. Neither the jeers nor the fears proved to have any real foundation.

We see no reason, legal, economic or administrative, why this example cannot be followed in permitting rural people to meet a need more important than electricity, housing.

The Right to Build One's Own Home

WE URGE THAT PRESENT PROCEDURES AND PRACTICES OF THE FARMERS HOME ADMINISTRATION BE CHANGED IN ORDER TO ENABLE LOW INCOME FAMILIES TO PARTICIPATE IN SELF-HELP HOUSING PROGRAMS IF THEY SO CHOOSE, REGARDLESS OF THEIR ABILITY TO PAY FOR CONTRACTOR BUILT HOUSING.

Existing practices of FmHA deny interested families the opportunity to participate in self-help programs if it can be demonstrated that, through whatever series of subsidies and grant programs, those families can afford a conventionally built home by the contract method. This often means that the family must accept a smaller and even less attractive contractor built home than it might be able to build on its own through an organized self-help housing program. If a family is determined to be eligible for a loan from the Farmers Home Administration, we strongly believe that the choice as to whether it will hire a professional contractor or build its own home through the self-help technique should be left to the individual family. The right to build one's own home should be clearly specified by the Farmers Home Administration.

Department of Rural Affairs

WE RECOMMEND THE CREATION OF A NEW FEDERAL DEPARTMENT, THE DEPARTMENT OF RURAL AFFAIRS, TO HAVE RESPONSIBILITY FOR MEETING RURAL NEEDS, INCLUDING HOUSING, COMMUNITY FACILITIES, FOOD AND NUTRITION, HEALTH SERVICES, AND OTHERS. WE OPPOSE THE TRANSFER OF RURAL HOUSING CREDIT AND RELATED PROGRAMS TO THE DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT.

The ranking officials of the Department of Agriculture are primarily concerned with agriculture as an industry, i.e., with commercial agriculture, production, marketing, and other closely related functions. The ranking officials of HUD are overwhelmingly preoccupied with megalopolis, with the great cities and their affluent suburbs. We believe that rural housing and community facilities, with which we are immediately concerned, should be in a department devoted to the people of rural America rather than to the dominant economic and political interests there, commercial agriculture and agri-business. When such a department is created, we urge that the housing and community facilities functions of Farmers Home Administration be the first transferred to the new department, and that functions dealing with agriculture as an industry be retained in the present Department of Agriculture.

We also urge the Congress to realign its committee structure to match the reorganization of the executive agencies and that there be established in both houses an appropriations subcommittee for the Department of Rural Affairs.

Expansion Of Communities Facilities Program

WE RECOMMEND THAT THE CURRENT COMMUNITY FACILITIES PROGRAM (WATER AND SEWAGE FACILITIES) OF THE FARMERS HOME ADMINISTRATION BE INCREASED WITH ADEQUATE FUNDS FOR ADMINISTRATION. WE ALSO URGE THAT THIS PROGRAM BE EXPANDED TO PROVIDE LOANS AND GRANTS FOR THE CONSTRUCTION OF COMMUNITY CENTERS. A PROGRAM OF GRANTS AND LOANS SHOULD BE ESTABLISHED WITHIN FmHA FOR THE DEVELOPMENT OF NEIGHBORHOOD CENTERS BY LOCALLY CONTROLLED COMMUNITY ASSOCIATIONS FOR SUCH PURPOSES AS CLINICS, LIBRARIES, FIRE STATIONS, ETC. AND WE URGE THAT FmHA CEASE THE FUNDING OF RECREATIONAL FACILITIES SUCH AS GOLF COURSES AND MAKE THE TOP PRIORITY WATER, SEWER AND COMMUNITY FACILITIES AND HOUSING.

The relatively new Communities Facilities Program administered by FmHA is a remarkably successful program meeting an essential need of rural areas and small towns. Despite the shortage of administrative funds for handling the program, the backlog of requests for funds runs ahead of those available for a full year. What possible system of national priorities in the last third of the 20th Century could allocate a program so vital to so a level?

Loans and grants this year provided facilities for about 1,000 rural communities and totalled approximately $185 million. The Farmers Home Administration is holding applications that would continue the program at the 1969 level for two years. In addition, nearly 3,000 requests amounting to over $600 million for loans and over 2,100 requests amounting to about $300 million for grants have had to be rejected because funds are not available. Approximately 35,000 rural communities lack modern water systems and 44,000 lack sewer systems.

Farmers Home Administration should aggressively promote its Community Facilities Program and serve those communities with the greatest need immediately.

Deferred Payment Loans

WE RECOMMEND ENACTMENT OF A LOAN PROGRAM WHICH WOULD ALLOW, WHERE LOW FAMILY INCOME DEMANDED, THAT UP TO 50% OF THE LOAN BE MADE AN INTEREST-FREE, NON-AMORTIZED SECOND TRUST, PAYABLE ONLY AFTER RETIREMENT OF THE INTEREST-BEARING, AMORTIZED FIRST TRUST.

Present Federal housing loan programs, even with interest credits or subsidies, cannot make decent housing available for most of those whose incomes are below the poverty level. Deferment of repayment on a portion of the loans will make possible homeownership for a larger number of those in greatest need. Protection against "windfall profits" could be assured by providing that the second trust would become interest-bearing and payable upon transfer of the title to the property to one ineligible for the benefits.

Determination of Repayment Ability

WE RECOMMEND THAT FARMERS HOME ADMINISTRATION CHANGE ITS PROCEDURES ON LOAN ELIGIBILITY TO MAKE ANY FAMILY ELIGIBLE FOR A HOUSING LOAN WHERE THE TOTAL COSTS OF LOAN REPAYMENT PLUS TAXES, INSURANCE, AND A REASONABLE MAINTENANCE ALLOWANCE DO NOT EXCEED THE FAMILY'S HOUSING PAYMENTS FOR THE PREVIOUS YEAR.

We recognize that Farmers Home procedures in figuring eligibility are designed to protect the agency's loan repayment record and that there is strong Congressional pressure along these lines, but we question the justice of a procedure, which in effect, holds that although a family may be living in slum housing and paying a high price for it the family should not be allowed to buy a good house and pay no more than it pays to the slum landlord.

Poor families very frequently pay a higher percentage of their budget for housing than appears to be wise, but we hold that in the absence of alternatives it is wiser to pay the same amount for decent home ownership than to dole it out to a slumlord.

Expansion of Self-Help Housing

WE RECOMMEND THAT ALL PROGRAMS SPONSORING SELF-HELP HOUSING BE GREATLY EXPANDED. THIS INCLUDES THE ESTABLISHMENT OF SELF-HELP PROGRAMS IN HUD FOR CITIES OF 5,500 POPULATION AND ABOVE AS LONG AS THOSE AREAS ARE EXCLUDED FROM SERVICE BY THE FARMERS HOME ADMINISTRATION. FEDERAL PROGRAMS SHOULD PROVIDE SPONSOR FUNDS, REVOLVING LAND DEVELOPMENT FUNDS AND VARYING PROGRAMS OF SUBSIDY THROUGH LOWERED INTEREST RATES, POSTPONED AMORTIZATION OF PRINCIPLE REPAYMENTS AND GRANTS, DEPENDING ON FAMILY INCOME. THE GUIDING PRINCIPLE OF SUCH LEGISLATION SHOULD BE THAT NO FAMILY IN NEED OF DECENT HOUSING BE DENIED THE RIGHT TO BUILD ITS OWN HOUSE UNDER COMPETENT SUPERVISION BY REASON OF POVERTY.

Presently, self-help housing in this country is almost entirely supported by the Office of Economic Opportunity which grants sponsor funds and a small program operated by the Farmers Home Administration. In 1968, the Congress authorized funds for FmHA to use in providing technical assistance and a revolving fund for land development. However, no funds were appropriated for the technical assistance functions while land funds were reduced seriously. The authorizations should be increased as indicated elsewhere by the National Rural Housing Conference and the existing authorizations should be fully funded.

Revolving Land Fund for Self-Help Housing

WE COMMEND THE CONGRESS FOR ESTABLISHING A REVOLVING LAND LOAN FUND FOR SELF-HELP HOUSING IN THE 1968 HOUSING ACT. WE CALL FOR THE FULL FUNDING OF THIS LAND FUND AT A LEVEL ADEQUATE TO MEET THE NEED. WE URGE THAT ITS INTEGRITY AS A SELF-HELP LOAN FUND BE MAINTAINED, BUT THAT THE TERMS AND PROCEDURES CONCERNING ITS USE BE MADE MORE FLEXIBLE, INCLUDING PROVISION FOR MAKING THE LOANS FOR AS LONG AS THREE YEARS TO FACILITATE COMMUNITY PLANNING AND ECONOMY.

The present regulations of the Farmers Home Administration regarding revolving funds for land development are highly restrictive and must be liberalized. Those funds should be available for the purchase and development of land in sufficiently large blocs to permit the creation of small, well planned neighborhoods.

Separate Farm Labor Housing Agency

WE RECOMMEND THE CREATION OF A SEPARATE AGENCY OR DIVISION, WITH ITS OWN STAFF AND GRANT, AND LOAN FUNDS, TO ADMINISTER A MIGRATORY AND SEASONAL FARM LABOR HOUSING PROGRAM. WE URGE THAT THIS AGENCY, CREATED BY SPECIAL LEGISLATION, BE PROVIDED FUNDS FROM AN APPROPRIATE SOURCE, SUCH AS THE APPROPRIATIONS SUBCOMMITTEE ON LABOR-HEW.

The bitter plight of migrant and seasonal workers is emblazoned across the face of America, told and retold, adnauseam but the results of all the cries of pity and outrage are minimal. The present farm labor housing program is a great disappointment. The initial impetus under this program should come from the farm worker, not from the commercial agricultural interests. This nation cannot leave millions of the "poorest of the poor" to the mercy of local groups whose concern frequently runs in other directions, or, however illogically, are opposed to the effort and expense necessary to provide decent housing for farm workers.

Moreover, there is an absolute conflict of interest in leaving legislation and appropriations for this virtually powerless group to the Congressional Committees who are primarily concerned with the welfare of commercial agriculture and agri-business. We believe that the Subcommittee on Migratory Labor is the appropriate committee to deal with housing for seasonal and migratory farm labor, and we urge that subcommittee to introduce and hold hearings on housing legislation embodying the above principles.

While there must be continued effort to decently house migrant farm workers in the stream, the major governmental emphasis under these programs must be on housing for the farm worker at his home base, or where they settle-out.

Finally, we recognize that a variety of factors (including, historically, the provision of shelter by employers), have tended to limit the freedom and independence of farm workers. We acknowledge the right of farm workers to bargain collectively with their employers and support current efforts to extend coverage under the National Labor Relations Act of 1935, without crippling amendments, to the fields.

Grants and Loans for Farm Labor Housing

WE URGE THAT FEDERAL FUNDS FOR SUBSIDIZING HOUSING FOR HIRED FARM WORKERS BE GIVEN ONLY TO INDIVIDUAL FARM WORKERS, OR TO A COMMUNITY ORGANIZATION CONTROLLED BY FARM WORKERS; AND WE RECOMMEND THE ADOPTION BY CONGRESS OF NATIONAL STANDARDS OF HEALTH, SAFETY, SANITATION, AND TENANTS' RIGHTS FOR FARM LABOR CAMPS.

In all cases where Federal funds subsidize farm labor housing by grant or loan (as under the Section 514 and 516 programs), we favor housing secured by the worker independently or provided by an organization controlled by workers. As a minimum, the funding source should require clearly stipulated, posted, court-enforceable tenant rights. These should include freedom of visitor access, written assurance of facilities provided and fees charged, the right to negotiate with management through elected tenant or community councils and a procedure whereby tenants can correct any health code violations at owner expense by deletions from rentals or other fees when the owner fails in reasonable time to complete corrections, and freedom from eviction based on union membership, participation in Federal programs, political activity, or participation in a tenant organization.

These tenant rights should be a part of national standards for farm labor camps, and together with the standards of health safety and sanitation, should be supported by strong, effective provisions for public enforcement (including depriving camp operators of various USDL and USDA services for non-compliance), and private remedies.

Finally, we recommend that the exclusion of loan and grants for trailers in the Section 514 and 516 programs be eliminated.

Expanded Jurisdiction for Farmers Home Administration

WE RECOMMEND THAT THE AUTHORITY OF FARMERS HOME ADMINISTRATION TO MAKE LOANS BE EXTENDED UP TO TOWNS OF 25,000 POPULATION.

Implicit in this recommendation, however, is the need to accompany any such extension of FmHA's jurisdiction with a commensurate increase in the loan, grant, and administrative funds available to it, so that its ability to serve its traditional jurisdiction is not thereby jeopardized.

Termination of FmHA County Committee Review Of Housing Loans

WE RECOMMEND THAT APPROPRIATE LEGISLATIVE AND/OR ADMINISTRATIVE CHANGES BE MADE IN ORDER TO ABOLISH THE USE OF COUNTY COMMITTEES BY FARMERS HOME ADMINISTRATION IN APPROVING HOUSING LOANS.

We recognize the historical origins of the local committee structure adopted by FmHA for the review and processing of farm loans, but can find no justification for the use of such committees to determine elegibility for rural home loans.

> The selection of three local famrers to assist in determing the eligibility of low income families for self-help or other housing loans does not appear to serve a useful function.

Revision of FmHA Loan Processing Procedures

WE RECOMMEND THAT THE FmHA ESTABLISH A PROCEDURE TO BE IMPLEMENTED BY COUNTY SUPERVISORS TO PROVIDE FOR SPECIFIED PORTIONS OF HOUSING LOAN DOCKETS TO BE PREPARED BY OEO GRANTEE HOUSING STAFFS WORKING WITH SELF-HELP PARTICIPANTS.

WE ALSO RECOMMEND THAT FmHA'S APPLICATION FOR SERVICES FORM BE RE-WRITTEN FOR HOUSING LOAN APPLICANTS SINCE IN ITS PRESENT FORM, MANY OF THE ITEMS OF INFORMATION REQUESTED ARE NOT PERTINENT.

27
55

Ending Limitation on Eligibility for FmHA Housing Loans

WE RECOMMEND THE WITHDRAWAL OF THE LANGUAGE IN CONGRESSIONAL COMMITTEE REPORTS WHICH BARS FROM FmHA HOUSING LOANS PROSPECTIVE RURAL RESIDENTS WHO ARE NOT EMPLOYED IN RURAL AREAS.

The present wording of the committee Reports on FmHA's Rural Housing Program has placed yet another barrier to the poor, especially the migrants and seasonal farmworkers, who have been forced by economic necessity to move to the urban areas in search of better employment and wages. These committee reports have the full force of law, and in effect enable committees to legislate without approval of the full Congress. This restriction prohibits FmHA from serving those low and moderate income families presently living and working in urban areas who desire to live in a rural area (unless they already own rural land). After moving to town, voluntarily or involuntarily, many families discover that even with improved wages (if they are so fortunate), adequate housing at reasonable costs is not available. There are no Federal urban housing programs to assist them, and they are no longer eligible to participate in FmHA's rural housing programs.

All low and moderate income families throughout the United States who are presently ill housed should have the opportunity and choice to participate in the housing programs available from FmHA in small towns and rural areas. The present wording of the Committee Reports on FmHA should be amended so that any family meeting the other basic eligibility requirements for FmHA's rural housing loans, is eligible for such loans regardless of their residence and employment at the time of application, provided only that the house is to be constructed in a FmHA credit area.

Expanded FmHA Grant Program

WE RECOMMEND THAT FARMERS HOME ADMINISTRATION BE PROVIDED WITH GRANT FUNDS AND AUTHORITY ADEQUATE TO QUALIFY ANY FAMILY FOR HOMEOWNERSHIP AS LONG AS THE TOTAL SUBSIDY INVOLVED DOES NOT EXCEED THAT WHICH WOULD BE PAID TO SUBSIDIZE PUBLIC HOUSING FOR THE SAME FAMILY

Under existing programs and presumably under new programs which we are recommending, homeownership is to be encouraged and facilitated by various lending agencies, particularly FmHA. But under existing programs and presumably under new programs there are and will be families which want homes and are credit worthy except that their repayment ability falls short of that required by existing programs. Funds should be available to permit Farmers Home to make a grant to the family large enough to enable it to carry the mortage debt. Obviously there will be a limit on the total grant to a family, but that limit should be arrived at in terms of existing programs and should be realistic, i.e. geared to the type of program and the number of families failing to attain eligibility under that or any alternate program. A rough guideline which might be tried whould be one which limited the total amount of the grant and other subsidy to the same subsidy which the Federal government would be willing under existing programs to pay to provide that same family with rental housing under HAA.

We believe that home ownership is desirable and that it should be worth at least as much to have a nation of home owners as opposed to renters of public projects. We also consider it a violation of our best traditions that we are willing to subsidize agencies to provide "rental" facilities but we are not willing to make an equivalent effort to promote ownership. We need to move in the direction of a 20th century homestead act for housing, demonstrating at least as much faith in the common man as the Congress expressed a hundred and 8 years ago.

Adequate Funding for Farmers Home Administration

WE RECOMMEND THAT FARMERS HOME ADMINSTRATION, AS THE PRIMARY EXISTING AGENCY PROVIDING CREDIT TO LOW-INCOME RURAL PEOPLE, BE PROVIDED WITH FUNDS FOR ADMINISTRATION, LOANS, AND GRANTS OF A MAGNITUDE COMMENSURATE WITH THE REAL REQUIREMENTS OF RURAL PEOPLE FOR HOUSING AND COMMUNITY FACILITIES; BUT AT THE SAME TIME, WE CALL ON THAT AGENCY TO WORK ACTIVELY AND SPECIFICALLY TO ACHIEVE RAPPORT -- LINGUISTICALLY, CULTURALLY AND SOCIALLY -- WITH ITS TARGET POPULATION OF LOW-INCOME PEOPLE.

The wholly inadequate funding of FmHA, despite the appalling need in rural areas and small towns, is intensified by actions such as those in recent weeks by the House of Representatives in slashing administrative funds by $20 million and cutting technical assistance funds for self-help housing from LBJ's $4 million budget and President Nixon's $3 million budget figure to $1.2 million, a ludicrous level amounting to little more than a refusal to appropriate funds at all. The administrative funds requested, even before they were slashed by the House, failed utterly to keep pace with the agency's responsibilities, since they would have provided only a 65% increase in available man-years to service loans the total of which have almost tripled from the same base period of FY 1965. This sort of induced administrative anemia not only increases both the frustrations and the overhead costs of those working to utilize FmHA credit for low-income housing, but prevents the agency from providing such ordinary functions as handling escrow payments for insurance and taxes on FmHA mortgages (leaving the poor with still another burden with which comfortable middle class families do not have to contend), and precludes it from recruiting a staff that is trained specifically to deal with housing problems and programs and which is more attuned to the needs of low-income and minority families.

While recognizing these limitations placed on FmHA by a penurious Congress and succession of Presidents, we must, in good conscience, note that the experiences which many citizens of the black and other minority groups -- poor whites, Mexican-Americans, Puerto Ricans, and non-reservation Indians -- have undergone at the hands of the authorities of FmHA, in attempts to secure loans for housing, have been distressing, discouraging, and, in many instances, futile. We must urge that every effort by national and local government and by the private sector be utilized to the fullest extent to guarantee that these discriminations immediately cease.

Adequate Investor Funds for FmHA Insured Loan Programs

WE RECOMMEND DEVELOPMENT OF A WORKABLE DEVICE FOR ASSURING A REGULAR FLOW OF INVESTOR FUNDS INTO THE INSURED LOAN PROGRAM OF THE FARMERS HOME ADMINISTRATION AND THUS ENDING A SITUATION IN WHICH THE VAGARIES OF THE PRIVATE MONEY MARKET RESULT IN A "START-AND-STOP" OPERATION WHICH CONFOUNDS ORDERLY LOAN PROCESSING, CREATES INEFFICIENCIES, AND CONFUSES AND COMPLICATES CONSTRUCTION PLANNING BY LOAN APPLICANTS.

These effects could be minimized or eliminated by (1) removing the statutory ceiling on the amount of loans which may be made from the insurance fund for future sale, (2) providing for the purchase of FmHA insured papers by FNMA or GNMA when necessary, (3) purchase of such paper by Federal Reserve Banks upon request by FmHA, and/or (4) authorizing the sale by FmHA of "certificates of interest in the Fund" rather than individual insured notes. The present requirement that insured notes be sold to private investors essentially as they are received by FmHA, and at rates and terms prescribed by the Treasury Department, is costly to the Government, perplexing to the investing public, and almost intolerable to the administering agency, its borrowers, and their builders.

RURAL HOUSING ALLIANCE

International Self-Help Housing • Low Income Rural Housing

Suite 903 Dupont Circle Building, 1346 Connecticut Avenue, N.W., Washington, D.C. 20036

Clay L. Cochran *Executive Director*

Telephone (202) 659-1680

July 17, 1969

U. of GA
~~542-3030~~
Garren - 542-3924
Everhart - 542-3824

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Dear Paul:

Dave Raphael has reported his telephone conversation of July 15 with you concerning Secretary Hardin's upcoming "Listening" Conference to take place in Athens, Georgia, July 24.

As Dave suggested to you, our information is that Dr. Henry Garren of the University of Georgia is to be the presiding officer. Representatives are being invited from the eight southeastern states. East to Mississippi and north to Tennessee and Virginia. This will be the fourth of a series of such conferences and press releases we have seen indicate that one of the areas for consideration will be the general field of rural development.

In California, there were more requests for time than the program could accommodate, so that those who could not be permitted to make oral statements were invited to submit their statements in writing in 50 copies so they could be distributed to attending press representatives.

I do not know Dr. Garren, but I assume he is the Dean of Agriculture at the University of Georgia. As you and Dave agreed, we have prepared a brief statement, deliberately brief, to which I am attaching 16 resolutions adopted by the recent National Rural Housing Conference. I have selected these particular resolutions because they seem to me to be particularly relevant to the United States Department of Agriculture.

I think it might be wise to call all this to the attention of Secretary Hardin by any means available. If I can be of any more help, or provide any more information, please call on me.

Sincerely,

Howard

Howard Berstch

Attachment
HB:gf

August 18, 1969

Mr. Howard Bertsch
Director, Program Development
Rural Housing Alliance
Suite 903 Dupont Circle Building
1346 Connecticut Avenue, N. W.
Washington, D. C. 20036

Dear Mr. Bertsch:

Paul Anthony asked me to share my reactions to Secretary Hardin's "Listening Conference" in Athens. I delivered his testimony and stayed for most of the day-long program. Incidentally, the statement was submitted, with 50 copies, in writing. I don't know whether other groups or individuals submitted written statements.

The agenda gave most of the morning and afternoon to "scheduled speakers," and it was like a parade of lobbys -- the soybean men, the cotton men, the citrus men, the forestry men, the dairy men. The Farm Bureau spokesman led the list, followed closely by the National Farmers' Organization man. (The latter group was well represented and quite vocal.) Each speaker had 10 minutes and in the late morning and late afternoon, an hour was set aside for those who wanted to speak from the floor. They had two minutes each.

Dr. Vivian Henderson, representing the Civil Rights Commission state advisory committees for several southern states, repeated a ringing indictment of USDA discriminatory practices, singling out the FHmA as the least bad of the bad. Others who spoke on "Revitalizing Rural America" were either deadly dull with statistics on things like the growing size of marketing areas, or repetitious in praise of farm life (in the case of the

speaker from the North Carolina Grange, it was a short history of the Grange.) How deeply whoever put the agenda together wanted to go into the USDA's southern failures was suggested in the man chosen to tell the Secretary about the problems involved in administering food distribution programs. He was the white member of the county governing board in Pascagoula, Mississippi, and director of the Mississippi Association of County Supervisors -- which must be as close as you can get to a visible manifestation of the concept of a southern white power structure. Predictively, he spoke of the "deadbeats" who were abusing the programs.

Housing was not emphasized in any of the spoken testimony. Take a look at records of agriculture committee and sub-committee hearings in Congress, where the same groups file through for a share of the USDA pie, and you'll have a good idea of what was said in Athens. In fact, some speakers pointed out that they were making only perfunctory remarks there since their needs would be fully presented when they came to talk to the congressional committees.

Phil Campbell, Hardin's top assistant, and former Georgia Agriculture Commissioner, was there, as was Congressman Ben Blackburn, suburban Atlanta conservative.

If the Secretary does in fact read the written testimony, it probably is better that the statement was submitted in that form rather than orally (two minutes, late in the day).

Sincerely yours,

Warren Pritchard
Editorial Assistant

WP:js

Warren P. - fyi & reply. Return to MJ

August 14, 1969

Mr. Howard Bertsch
Director, Program Development
Rural Housing Alliance
Suite 903 Dupont Circle Building
1346 Connecticut Avenue, N. W.
Washington, D. C. 20036

Dear Howard:

I did not have an opportunity to present the statement orally, nor to attend the meeting. Warren Pritchard, of our staff, did attend and I am asking him to share his reactions to it with you.

Sincerely,

Paul Anthony
Executive Director

PA/mmj

RURAL HOUSING ALLIANCE

International Self-Help Housing • Low Income Rural Housing

Suite 903 Dupont Circle Building, 1346 Connecticut Avenue, N.W., Washington, D.C. 20036

Clay L. Cochran *Executive Director*

Telephone (202) 659-1680

August 6, 1969

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Paul:

Many thanks for your thoughtfulness in sending me copies of your statement at the USDA hearings in Athens.

I am not clear, however, whether you actually attended the meeting and submitted the statement orally, or whether you simply submitted it in writing. If you did attend the meeting, I would be most interested in learning of your reaction to it.

Sincerely,

Howard

Howard Bertsch
Director, Program
Development

HB:gf

NATIONAL RURAL HOUSING COALITION

By-Laws
(Approved October 31, 1969)

Article 1 - Name and purpose

Section 1 - The name of this organization is the National Rural Housing Coalition.

Section 2 - The purpose of this organization is to carry on a program of education and organization designed to provide a decent home and environment for every family or person in rural America.

Article II - Organization

Section 1 - This organization shall be governed by a Board of Directors elected by the membership. The initial Board of Directors shall be elected by those present at the meeting October 31, 1969 and thereafter by the membership at the annual meeting.

Section 2 - The Board is authorized to elect a Committee of Sponsors of not less than 25 nor more than 100 members.

Section 3 - Membership on the Committee of Sponsors is honorary and its function is to demonstrate support for the program of the organization. Sponsors are elected for one year terms with no limit on their re-election.

Section 4 - The Board of Directors shall be elected annually, for one year terms. During that year the Board may fill any vacancy, including those created by death, resignation or inability to function, as determined by the Board.

Section 5 - The Board of Directors shall be composed of not less than 9 nor more than 50 members, the number to be determined by the membership at the annual meeting each year. The initial meeting may elect 25 members but the Board may increase this number subject to action at the 1970 membership meeting.

Section 6 - The Board of Directors shall meet quarterly at times mutually agreed upon. A quarterly meeting may be waived or postponed by agreement in writing by a majority of the Board members. The Board may also meet on call, issued by agreement of a majority of its members.

Section 7 - A quorum of the membership shall be 25.

Section 8 - A quorum of the Board of Directors shall consist of not less than 5 members.

Section 9 - The administration of the organization's affairs, financial and other shall be carried out by the Board of Directors under the policies established by these by-laws and such other policies as may be established by the membership.

Section 10 - The Board of Directors may create an Executive Committee of not less than 7 members with a quorum of 5.

Article III - Officers and functions

Section 1 - The Committee of Sponsors may have such honorary titles as the Board may establish.

Section 2 - The Board of Directors shall elect from its members a Chairman, Vice-Chairman and Secretary-Treasurer for one-year terms. No officer may serve in the same position for more than 2 full terms.

Section 3 - The duties of such officials shall be those normal to such positions.

Article IV - Staff

Section 1 - The Executive Secretary of the Coalition shall be named by the Board and shall serve at its pleasure.

Section 2 - The Executive Secretary shall be the principal administrative officer of the organization and shall have usual administrative powers including the disbursement and receipt of funds, employment of personnel, etc. under policies established by the membership and the Board of Directors.

Article V - Functions of the organization

Section 1 - The Coalition shall be operated in accordance with these by-laws and the statement of purpose.

Section 2 - No officer or staff member of this organization may engage in partisan political activity in the name of the organization or use his official time or the organization's funds to further any partisan cause.

Article VI - Dissolution and amendment of the by-laws

Section 1 - In case of dissolution, any assets of this organization shall be turned over to a non-profit organization designated by the Board, and no part of the income or property of the association may be transferred to any person.

Section 2 - These by-laws may be amended by the Board of Directors, provided 30 days advance notice is given to the members and directors in writing.

Article VII - Membership

Section 1 - The National Rural Housing Coalition shall solicit the active membership of all persons and organizations concerned with achieving the purposes of this organization. There are three classes of membership, all of whose dues will run for 12 months from date of receipt.

(a) Consumer members shall be individuals who pay at least $1 a year in dues.

(b) Supporting members shall be individuals and organizations who pay not less than $10 a year in dues.

(c) Sustaining members shall be individuals and organizations who pay not less than $50 a year in dues.

Section 2 - All members shall have equal voting rights.

(Approved October 31, 1969, at the founding meeting of the National Rural Housing Coalition)

JH/ff
11/4/1969

INITIAL MEMBERS OF THE BOARD OF DIRECTORS
ELECTED AT THE FIRST MEMBERSHIP MEETING OF THE
NATIONAL RURAL HOUSING COALITION OCTOBER 31, 1969

*Eddie Anderson

*Paul Anthony

*Dan Bedell

Jim Clyburn

Clay Cochran

Cushing Dolbeare

Pat Gish

*Don Hadwigger

Bob Johnson

*Bob Jones

Steve Kaplin

Dave Knox

R. B. Lloyd

*Cipriano Manuel

*William Morris

Ben Neufeld

*Kermit Overby

Gerry Robinson

Harlan Severson

Fred Simonton

*Ed Smith

Carl Stuple

*Art Tennies

Harold Warstler

Frank Wright

*Denotes people who have not yet indicated a willingness to serve on the Board.

APPENDIX A

Persons Attending the Organizational Meeting of the National Rural Housing Coalition, October 31, 1969

Chris Ahrens
Housing Specialist
284 Bradley Street
Abingdon, Virginia 24210

Jean Beckner
4118 Southern Lane
Roanoke, Virginia 24014

Rev. Gene Boutilier
Nat'l Campaign for Agr. Democracy
110 Maryland Avenue, NE
Washington, D.C. 20002

B.B. Brown, Jr.
Southern West Virginia Planning
& Development Committee
P.O. Box 936
Bluefield, West Virginia 24701

Beulah H. Bryan
Atlantic/Cape Human Resources, Inc.
1625 Atlantic Avenue
Atlantic City, New Jersey 08401

Rev. Perry W. Bryan
Atlantic/Cape Human Resources, Inc.
1625 Atlantic Avenue
Allantic City, New Jersey 08401

Ray Buyno
VISTA Volunteer
RT2 Box 134
Boonos Mill, Virginia 24065

James E. Clyburn, Exec. Dir.
S.C. Commission for Farm Workers,
PO Box 861
Charleston, South Carolina 29402

Jim Cooper
Mountain Community Action Prg., Inc
PO Box 65
Wytheville, Virginia 24382

Cushing N. Dolbeare
Housing Assn. of Delaware VAlley
1601 WAlnut Street
Philadelphia, Pa. 19103

Esther Gallagher
507 N. Kentucky Avenue
Atlantic City, New Jersey 08401

Pat Gish
Eastern Ky. Housing Development Corp
PO Box 160
Whitesburg, Kentucky

Ronnie M. Gordon
Russell Area Development Corp.
Cleveland, Viginia

James Harvey
American Friends Service Committee
160 N. 15th Street
Philadelphia, Pa. 19102

Elizabeth Herring
1921 Kalorama Road
Washington, D.C. 20009

Sally Jackson
Center for Study of Responsive Law
1908 Q Street, NW
Washington, D.C. 20009

Rev. Robert E. Johnson
Board of Nat'l Missions
United Presbyterian Church
Room 1244, 475 Riverside Drive
New York, New York 10027

Steve Kaplan
Box 147
Richmond, Vermont

Ira Kaye
Spcl. Asst. for Rural Affairs
Office of Program Development
OEO, Room 448
1200 19th Street, NW
WAshington, D.C. 20506

David E. Knox
Box 52 Poor Peoples Congress
Hinesburg, Vermont 05461

Joyce McAteer
Apt 70, Northgate
Burlington, Vermont 05401

Hubert Line
Council of the Southern Mts., Inc.
College Box 2307
Berea, Kentucky 40403

R.B. Lloyd
Appalachia South, Inc.
Box 1007
Blacksburg, Virginia 24060

Bill Murray
Nat'l Rural Electric Co-op Assn.
2000 Florida Avenue, NW
WAshington, D.C.

Ben Neufeld
White House Conf on Food, Nutrition and Health
Executive Office Building
WAshington, D.C. 20500

Gerald Robinson
Nat'l Ass'n for Community Develop.
1832 Jefferson Place, NW
Washington, D.C. 20036

Wallace Rustad
Basin Electric Power Co-op
povident Life Building
Bismarck, North Dakota 58501

Harlan Severson
East River Electric Power Coop
Drawer E
Madison, South Dakota 57042

Fred G. Simonton
Mid-West Electric Consumers Assn.
10395 West Colfax
Denver, Colorado 80215

Carl Stuple
PO Box 5
Naturel Bridge Sta., Virginia 24579

James P. Twomey, Director
Non-Profit Housing Center
Urban America, Inc.
1717 Massachusetts Ave., NW
Washington, D.C. 20036

Harold Warstler
Macon Program for Progress
50 E. Main STreet
Franklin, North Carolina 28734

Harrison Wellford
Center for Study of Responsive Law
1908 Q Street, NW
Washington, D.C. 20009

Beeman Winthrop
Nat'l Center for Community Change
1000 Wisconsin Avenue, NW
Washington, D.C.

Jim Wood
Southern Regional Conference
5 Forsyth Street, NW
Atlanta, Georgia 30303

Frank A. Wright
Colleg of Agriculture
Rutgers Univessity
New Brunswick, New Jersey 08902

Persons attending who left incomplete addresses:

Betsy S. Brumet
PCC WashCty.
Abingdon, Virginia

Mrs. Amanda Wise
Bristol, Virginia

Hugh A. Wise
Governors Office
STA Virginia

E.A. Ragland
STA Virginia

Rural Housing Alliance
500 Dupont Circle Building
Washington, D.C. 20036
Staff present:

Clay Cochran
Jim Hightower
George Rucker
Phil Brown
Dave Raphael
John Frisk
Lucy Norman
Gloria Fields

NATIONAL RURAL HOUSING COALITION

Minutes of Organizational Meeting
November 4, 1969

Clay Cochran, Chairman of the Working Committee of the National Conference on Rural Housing, convened this organizational meeting at 10:00 AM, October 31, 1969, in the 5th floor Conference Room of the Dupont Circle Building in Washington, D. C. Persons in attendance are attached as Appendix A.

Mr. Cochran made an opening statement expressing the origins of this meeting. He noted that the National Conference on Rural Housing, held June 9-12, 1969, in Warrenton, Virginia, had passed a resolution calling for the creation of "a continuing committee to be known as the National Rural Housing Conference," with a mandate to structure a coalition of concerned individuals and organizations, backed by staff and resources, to help the rural poor meet their needs and aspirations. This meeting was convened to determine the form of that continuing effort for low-income, rural housing, and to create an organization for that effort.

Discussion in the morning session focused on organizational structure and funding sources. It was suggested that potential sources of funding might include churches, building suppliers, unions, small-town bankers, cooperatives, community action organizations, rural electric cooperatives, and certain national organizations.

Considerable discussion was had on the issue of membership. Ira Kaye emphasized the necessity not only for a grassroots memberhip, but for a grassroots membership that actually controls the organization. Cushing Dolbeare suggested that a category of membership called "Consumer Members" be structured into the organization. Ira Kaye suggested that these Consumer Members be asked to pay a dollar per year, for which they would receive publications of the organization and would participate in the election of the Board of Directors.

Gerald Robinson argued that this membership structure was improperly conceived. It was his view that rural housing was too limited an issue to stimulate a grassroots movement; that a true grassroots movement could not be created in Washington, but must arise at the grassroots and send its own representatives to Washington; and that since the people in this meeting were from groups with grassroot contacts of their own, the new organization should act in the name of those present, without pretense of a separate, grassroots constituency. While there was some agreement

with Robinson's position, it was the consensus of a majority of those present that a grassroots membership, as set forth by Ira Kaye, was essential to the credibility of the organization.

Important discussion was had on whether the focus of a political effort should be in Washington or at the grassroots. It was agreed that political expertise, advocacy, and media concentration were sorely needed at the grassroots, but that the clear call of the National Conference on Rural Housing was for an organization that could articulate grassroot needs at the national level and that could work in Washington for the alleviation of grassroot problems. Fred Simonton expressed his view that a complex organizational structure was less important than strong leadership by a national organization in Washington. Clay Cochran emphasized that what we sought was not simply another Washington front, but a true Coalition, including grassroots support and focus.

Discussion dwindled to fine-points of organizational structure. Clay Cochran suggested that the group break for lunch and that he and Jim Hightower incorporate the morning discussion into a revised draft of by-laws for the organization. The group agreed and adjourned for lunch at 11:45 AM.

At 1:45 the group re-assembled and reviewed each section of the by-laws, drafted during the lunch break. On a motion by Cushing Dolbeare the organization was named National Rural Housing Coalition, thus reflecting the structural emphasis of the organization and implying an action orientation. After a line-by-line scrutiny of the by-laws, and after several technical changes were made, Rev. Bob Johnson moved the adoption of the by-laws. The motion was seconded by Steve Kaplan and passed unanimously. The approved by-laws for the National Rural Housing Coalition are attached as Appendix B.

At this point, the group agreed to consider itself as the first meeting of the Membership of the National Rural Housing Coalition.

Meeting of the Membership

Mr. Frank Wright moved the adoption of the following resolution: "Be it resolved that the membership instruct the acting Executive Secretary to incorporate the National Rural Housing Coalition under the laws of the District of Columbia as advantageously as possible, but leaving the organization free to press for specific legislation. Mr. Carl Stuple seconded the motion, and the resolution was adopted unanimously.

Article II, Section 5 of the adopted by-laws provide for a Board of Directors of not more than 50 members, 25 of whom could be elected by this first meeting. The group nominated 25 names. On a motion

by Joyce McAteer, all 25 names were approved as members of the Board of Directors, providing their willingness to serve. The names of the initial 25 members of the Board are attached as Appendix C.

Steve Kaplan moved that at least 20 members of the Board of Directors be poor people, and that there be an equitable, geographical-spread of those slots. It was agreed that the Board of Directors would define poverty as it related to this resolution. The motion was seconded by Joyce McAteer and passed unanimously.

Rev. Bob Johnson offered a motion to adopt the following resolution: "The Board of Directors are instructed to draw up a minimum budget of $50,000, and are responsible for undertaking an effort to raise that sum." Rev. Johnson accepted the following amendment by Ira Kaye: "provided: traveling expenses for the Board of Directors and for the membership shall not be considered a part of the budget for the first $50,000 raised." Harlan Severson seconded Rev. Johnson's amended motion, and the resolution was adopted unanimously.

At this point, the first meeting of the membership of the National Rural Housing Coalition adjourned. The first meeting of the Board of Directors then was convened, with everybody present invited to remain.

Meeting of the Board

The first order of business was the election of officers as provided in Article III of the by-laws. Fred Simonton nominated Clay Cochran as Chairman, and Cochran was elected by acclamation. Rev. R.B. Lloyd nominated Rev. Bob Johnson as Vice-Chairman, and he was elected by acclamation. Steve Kaplan nominated Gerald Robinson as Secretary-Treasurer, and he was elected by acclamation.

Clay Cochran moved that Jim Hightower be designated Acting Executive Secretary to provide staff work for the organization until such time as the Board of Directors hired permanent staff in accordance with Article IV of the by-laws. Steve Kaplan seconded this motion, which was passed unanimously.

It was suggested that an early priority for the Coalition would be the solicitation of memberships. The staff was directed to work through existing organizations as a first step toward the development of a Consumer Membership.

Harlan Severson moved the adoption of the following resolution: "The officers shall name a committee to plan a funding drive for the Coalition. The committee shall meet within 30 days." The motion was seconded by Jim Clyburn and passed unanimously.

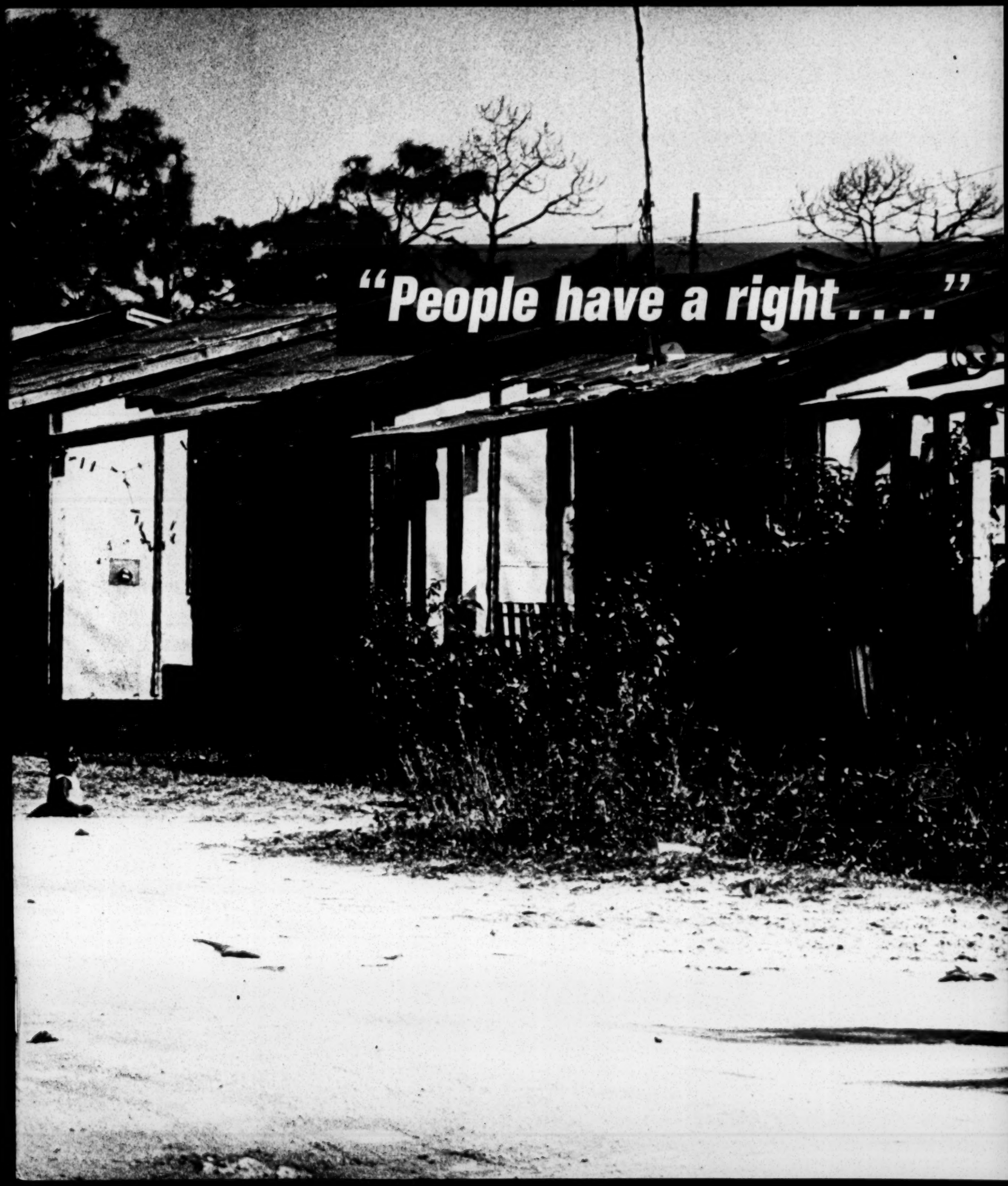
Harlan Severson moved the adoption of the following amendment: "The officers shall ask Senator George McGovern and Senator George Aiken to serve on the Committee of Sponsors and to join the Coalition in its funding efforts."

Discussion was had on the composition of the Committee of Sponsors, provided for in Article II, Sections 2 and 3 of the by-laws. Consensus was had on the suggestion by Jim Hightower that Senator McGovern, Senator Aiken, Cesar Chavez, and Mrs. Coretta King be asked to serve as Joint Chairmen of the Committee of Sponsors of National Rural Housing Coalition. Suggestions were made concerning other potential Sponsors, and it was agreed that the officers will seek other names and will submit those names to the members of the Board for ratification.

On a motion by Cushing Dolbeare the National Rural Housing Coalition went on record in favor of the Brooke amendment, which would provide payment to local housing authorities so that no public housing tenant would have to pay more than 25% of his income for rent. The acting Executive Secretary was instructed to transmit the Coalition position to the members of the Conference Committee considering this legislation.

On a motion by Steve Kaplan the Board meeting adjourned at 3:30 PM.

Minutes recorded by
Jim Hightower


"People have a right....."

On New South
Sub. expires dec. 1964
(paid thru A. C. H. R.)
Paid 3/4/64 for 1965

PA-fyi
MJ-file

Make
Leader

January 10, 1964

Mr. Oliver T. Ivey
Lawson Farms
Smiths, Alabama

Dear Mr. Ivey:

In response to your letter of December 31, we are indeed pleased that you have selected the Council as a beneficiary in your last will and testament. Your desire to remember us sustains our faith in what we do here and encourages us to do a finer job.

We would be happy to share any legacy with the Alabama Council on Human Relations. I would hope that there would be no bar, either official or unofficial, in Alabama to direct legacy to the Alabama Council, but if there is we would be pleased to cooperate with you in carrying out your wishes.

Especially when a will includes other than natural heirs, it is a very sound idea to have it drawn by an attorney. I have spoken to a lawyer who only recently moved his practice from Alabama to this city, and he does not believe you need any special forms or procedures. But we suggest that you do consult an Alabama lawyer, who could better advise you under the testmentary laws of your state.

Thank you again for this consideration of the Southern Regional Council. We shall make every effort to prove worthy of your kindness and your trust.

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj

LAWSON FARMS

SMITHS, ALABAMA

OLIVER TURNER IVEY
CAROLINE LAWSON IVEY

SANTA GERTRUDIS CATTLE
TREES

31 December 1963

Southern Regional Council
Atlanta, Georgia

Gentlemen:

As Mrs. Ivey and I think ahead toward the disposition of such property as we may possess at the time of our demise we think of the work done by the Council and the State Councils and conclude that we should like to make some provision in our will in your favor.

Will you furnish us with whatever information you have with respect to procedures and forms in order that we may complete the transaction satisfactorily?

Would you object to a stipulation to the effect that one-half of the legacy be paid to the Alabama Council at such time and in such manner as might be agreeable to you and the Alabama Council? I ask this question in view of the current situation in Alabama which might make it a little uncertain to make a legacy directly to them. I have not sought legal opinion as to this and it may not be necessary, but in the event that it is, I should like to have your reaction to such a stipulation.

Very sincerely yours,

Oliver T. Ivey

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